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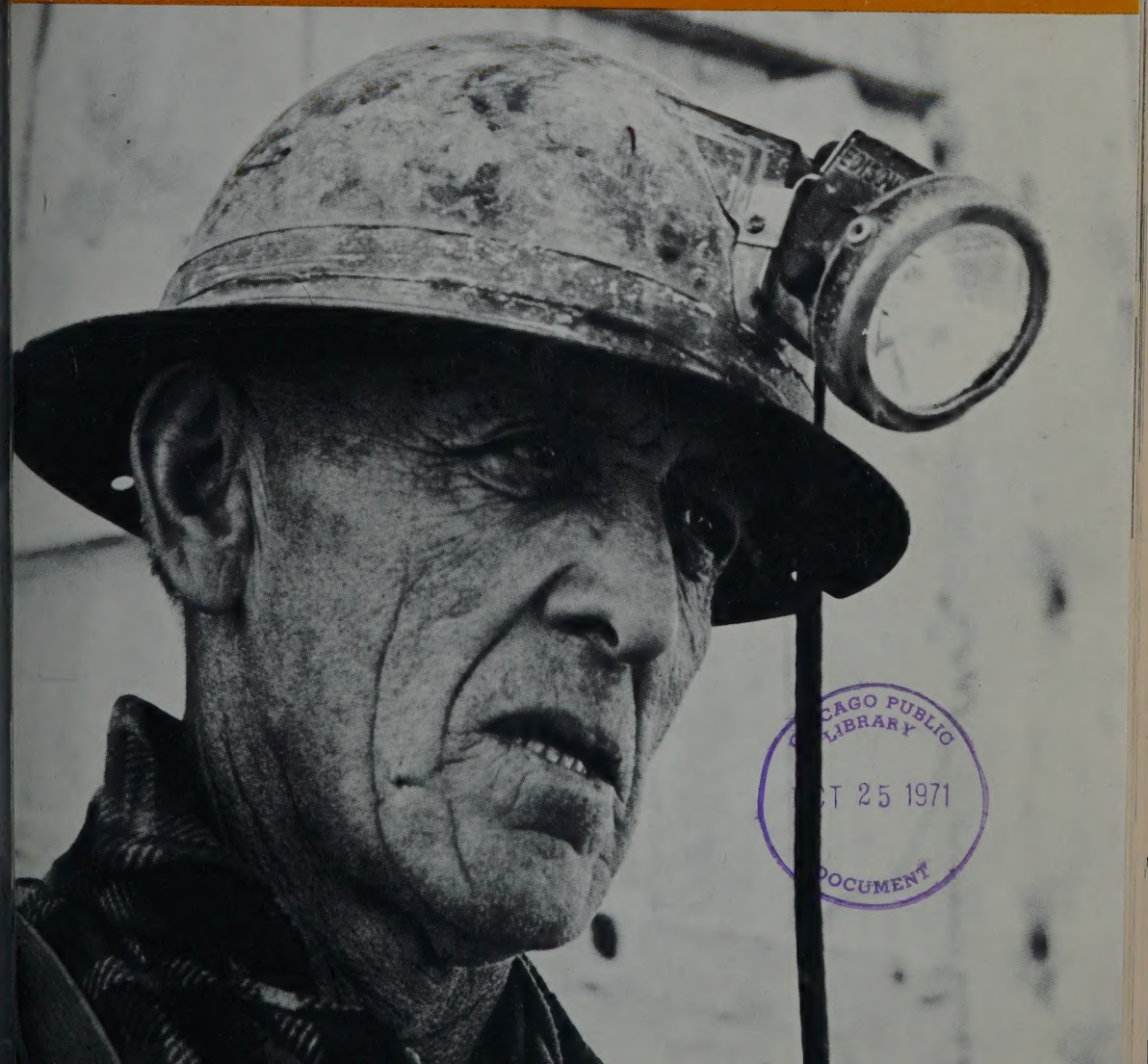

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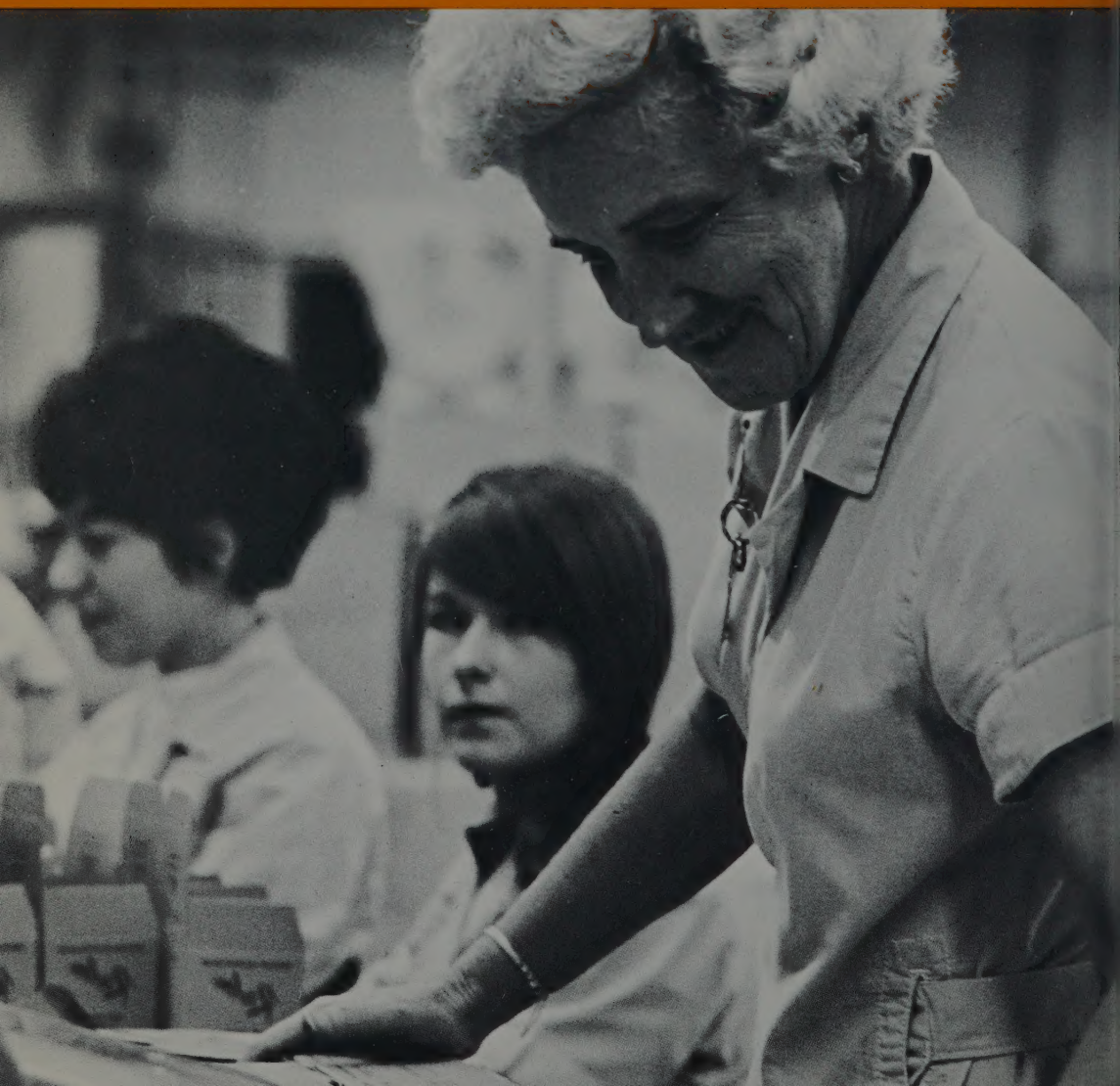
Those who have had satisfying lives, cultivated outside interests over the years, and can count on an adequate retirement income and reasonably good health, can make the transition from work to retirement with little difficulty. Troubles are more likely to arise for those who have done no planning or preparation or have done so unrealistically. See: Learning the Art of Retirement, p. 593, and The Final Plateau, p. 604.



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Labour Day messages

Hon. Bryce Mackasey

Minister
Canada Department of Labour

Labour Day 1971 finds labour and management opportunities and problems as seldom before in years. Change runs broad and deep through our in relations environment.

Both labour and management need to recogni understand the profound effects of changing attitudes and life styles, and the increasing inter dence of the different elements of society whic represent.

It is not an easy task.

A younger, better educated and more mobile wo is questioning traditional union and manageme rogatives and beliefs—and the workplace, in te quality of life and individual satisfaction.

changing values, attitudes and demands, com- with the explosion of technology and sweeping es in the structure and characteristics of the fastest ng labour force in the western world, have created ual demand for fresh and innovative thinking.

s and employers, in concert with governments, have ng our industrial relations system, and, in particu- e collective bargaining process, into tune with the and economic interests of a broader public.

federal field, I believe, we are providing a better tive and administrative framework to help labour anagement adjust our industrial relations system new environment. And our legislative initiatives been taken in full recognition of the vast social es in the 70s.

active agent of the public interest, we have ht forward legislation that is having a direct effect well-being of thousands of Canadians who work lustries under federal jurisdiction. The minimum has been increased and now may be made respon- changes in the cost of living. Provision has been for maternity leave; and equal pay for equal work ions have been strengthened. New protection has offered to those whose jobs are terminated.

sals have also been placed before Parliament that establish new legislative guidelines for collective ining and dispute settlement. It would be easier de unions to gain certification for new bargaining bargaining rights would be extended to other rs, and a pioneering provision would help trade s participate in decisions arising from technolog- ange and affecting the livelihood of members.

ve tried, too, with a measure of success, to develop effective consultative machinery and to deal with derlying causes of labour-management unrest in e positive way.

levelopment of an improved industrial relations ure requires that we—of labour, business and gov- nt—strive to improve our relationships in full rec- ion of our interdependent and common interests. is Labour Day, 1971, let us address ourselves to challenges, and to the opportunities, in the year .

Donald MacDonald

President
Canadian Labour Congress

Since we last celebrated Labour Day, Canada has been going through one of the most difficult economic experiences in our country's history—one that is unique inasmuch as it has resulted from cold and deliberate action on the part of the federal Government.

The price that Canadians have had to pay for the government's mismanagement of the economy has been recounted time and again; but it cannot be forgotten. Hundreds of thousands of Canadians have been thrown out of work; families have been exposed to immeasurable suffering; municipalities have been pushed to the verge of bankruptcy by mounting welfare costs; production losses have run into billions of dollars, and many millions of dollars have been lost to governments of all levels through tax revenues.

Perhaps the most disturbing aspect of this extraordinary situation has been the lack of any real concern—really the indifference—of those in authority who have been responsible. Those who have advanced proposals for both short- and long-term approaches to our economic problems have been practically ignored.

With the passage of time it has become abundantly clear that both long and short term programs are urgently needed. The first and top priority requirement is vigorous action to get the economy back on its feet and get Canadians back to work. The restrictive anti-inflationary policies that obsessed the Government must not only be abandoned but must be reversed by the adoption of policies designed to provide economic expansion.

An immediate action program, which the Canadian Labour Congress proposed some months ago, called for: a federal-provincial program to clean up Canadian communities and halt urban decay—directed at roadsides, stream banks, parks, and railway rights-of-way; etc; allocation of a substantial sum of money for research projects on behalf of voluntary organizations to permit students to work on approved research for such organizations as welfare and anti-pollution bodies, consumer and tenant associations, and trade unions; work on urban improvement projects that are past the planning stage in cities and towns, but held in abeyance because of lack of finances and reforestation programs.

Although this plan was intended to spur employment and assist the immediate situation, our Congress, with others, recognizes the vital need for a carefully thought out, long-term approach. **The so-called stop-and-go policies that have too often been adopted in the past are something we can no longer afford. A month-to-month tinkering with the economy is not only ineffective but can lead to disastrous results. The fact is that a majority of recognized authorities now acknowledge that a return to anything approaching full employment is not going to be achieved in this decade.**

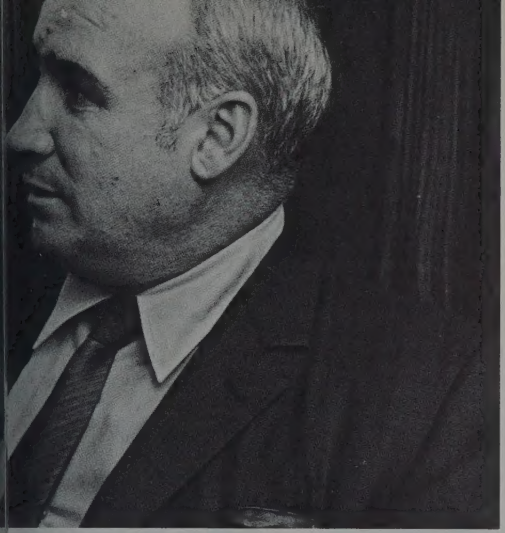
This gloomy outlook should, however, not deter us in adopting a positive program, and the longer this is delayed the longer will be a return to the kind of life Canadians can and should enjoy.

Policies that the Canadian Labour Congre publicly advocated include: reduction in perso come taxes for the lower income brackets; in expenditures on regional development; major in ments in old age pensions; removal of the 11 p sales tax on building materials; a dynamic hous ing program to bring supply into line with d and substantial reductions in mortgage interest r

Although economic matters have been dominant the past year, organized labour has also been concerned with an obvious trend toward restricti lation, and it appears likely that this subject w to receive increased attention in the months ahea

At a time when many of our basic freedoms are ened, there is a tendency on the part of many t that free collective bargaining is an essential the democratic system. The effect of work stop which are a small fraction of the disruption ca unemployment—are exaggerated out of all pro Propaganda barrages have been directed at de workers of the hard-won right to have a full and e voice in their affairs. Government interference a laws are no easy solution to such differences arise between labour and management. These can be settled between the two parties direct cerned. What we should be doing is looking for r to improve normal collective bargaining, rath replacing it with some rigid legal system.

This is an area to which labour and other se society must direct increased attention in the im future. Meantime, however, our primary conce continue to be directed toward economic recov an end to the cruelty of unemployment.



. Y. McGregor,

man
dian Railway Labour Association

ugh this brief message, I should like, on behalf of anadian Railway Labour Association, to bring La- Day 1971 greetings to all railway unionists—indeed workers—everywhere in Canada.

We face perilous times in the months ahead. There still are, in this affluent society that is now Canada's, the grim spectres of unnecessarily high unemployment and continuing inflation. Our poverty numbers grow and our regional disparities increase. The last session of Parliament saw the passing of the new Unemployment Insurance Act and the Labour Standards Code, both of which are likely to have a marked impact on fringe benefits already negotiated in collective agreements. The new session will see debate of proposed legislation on the budgetary measure to subject employer-paid medicare premiums to income tax and to revise and incorporate the Industrial Relations and Disputes Investigation Act into the Canada Labour Code. It will be necessary to keep a close watch to see that the legislation, past and proposed, will not discriminate against any groups of workers but will work to the benefit of all equally.

For many years now, we in the railway unions particularly have waited patiently for the introduction of legislation incorporating the recommendations of the Freedman commission. Sad to say, the revised IRDI Act falls far short of Mr. Justice Freedman's recommendations, and fails to provide the equity between employers and employees advocated by Justice Freedman. While such inequity prevails, worker dissatisfaction will remain a feature of our society.

ews briefs

t. Lawrence Seaway workers have a 14.5 per cent increase in their new two-year contract, plus unedented welfare coverage for federal workers. A act ratified in May by about 85 per cent of the rers gave 1,300 members of the Canadian Brotherof Railway, Transport and General Workers nearly er cent employer-paid health insurance. The Seauthority had been paying two thirds of the cost the last contract.

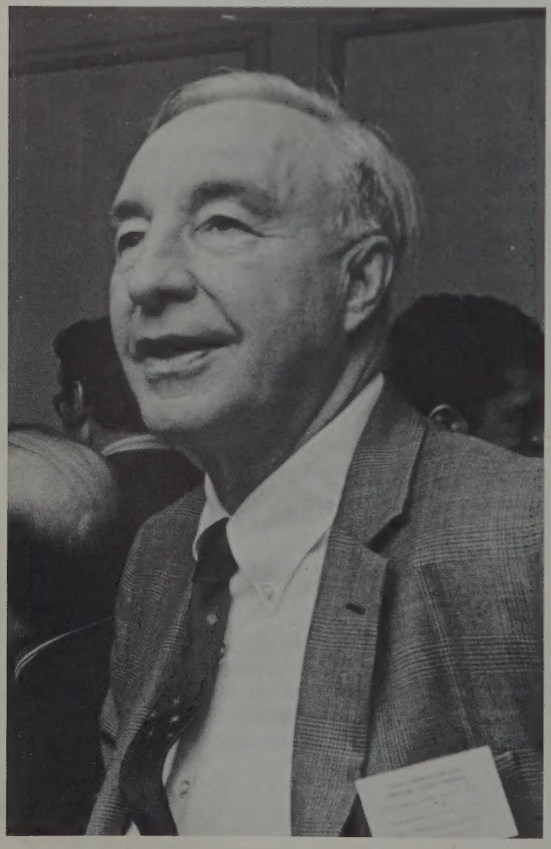
eaway's negotiators had declared that the canal rs were overpaid. The union wanted the basic portation industry pattern to parallel that of the ys: eight per cent the first year, seven the second. ent up to $3.96 an hour on the average from $3.72, or to $160 a week from $148, and was retroactive to January 1. The second-year increase will give the average worker $4.72 an hour, or nearly $173 a week. The old labour rate of $3.32, already the highest in the Niagara Peninsula area, went to $3.55 immediately, and will be $3.80 an hour by next January 1.

■ **Several changes in the federal tax system related to personal income were introduced in the House of Commons in June by Finance Minister E. J. Benson.** The changes are intended to come into effect next year. Basic exemptions will be increased to $1,500 for a single

person and to $2,850 for a married person up from $1,000 and $2,000 respectively. Exemptions for dependants at $300 for those under 16 and $550 for those over 16 will remain the same. Child-care expenses will be deductible up to $500 for each child under 14, with a maximum deduction of $2,000 for each family. A special exemption of $650 for persons aged 65 and over, replacing the previous exemption of 3 per cent of employment income up to a maximum of $150 a year will be deductible. Moving expenses for persons changing jobs will be deductible, and employer-paid living expenses at distant work sites will be tax free.

As well, more items will be included under income. These are: one half of capital gains; payments from income maintenance plans to which an employer has contributed; adult training allowances; allowances under the Textile and Clothing Board Act; unemployment insurance benefits (with contributions deductible); scholarships, fellowships and bursaries with a $500 exemption, and amounts contributed on an employees' behalf to a public medical care plan.

Bernard Wilson



Brief

■ **Bernard Wilson has been named Deputy M of Labour in the Canada Department of Labo** succeeds J. D. Love who has been appointed Minister of the Department of Regional Econor pansion. Since 1966, Mr. Wilson has been A Deputy Minister of Labour (LG 1966, p. 214 special responsibility for labour relations. Mr moved from his position as Assistant Secretary (nel) of the Treasury Board to the position of Minister of Labour in November 1968 (LG 1969

From 1956 to 1966, Mr. Wilson was Director Department's Industrial Relations Branch. He g ed from the University of Western Ontario in 19 a B.A. and went on to attain his M.A. in eco and political science in 1937. In 1939 he came Department of Labour, joining the Industrial Re Branch in 1942. In 1944, he was appointed Se of the Wartime Labour Relations Board. He l Secretary of the Canada Labour Relations Bo 1948, and was appointed its Chief Executive Of 1954. Mr. Wilson has represented the Canadia ernment as a delegate and adviser at a num International Labour Organization conferenc committee meetings.

Mr. Love first joined the Canada Department of in 1949. In the Department, he worked in the of the Deputy Minister, the Industrial Relations and the Economics and Research Branch. For time, he was on the staff of The Labour Gaz 1957, he moved to the (then) Civil Service Com to help in the formation of the Pay Research where he became assistant director. Mr. Love w pointed special assistant to the Chairman of th Service Commission in 1963, and from Octobe to August 1965, he served as director of the C sion's Bureau of Classification Revision.

andline

. C. "Alf" Candline, Western Canada Regional visor of the Labour-Management Consultation h of the Canada Department of Labour, died at innipeg home May 29 at the age of 58. He was l Regional Supervisor in 1967. Since that time l been responsible for the activities of the Branch's lustrial relations officers in Western Canada.

ted in Saskatchewan, Mr. Candline served as an ntice electrician at the CN's Transcona shops be- ining the International Brotherhood of Electrical rs in 1937. Besides active involvement in the he was chairman of the Joint Co-operative La- Management Committee at Transcona for eight He was a member of the Manitoba Pipers' Asso- and of the Militia Group of the Royal Canadian Corps, and had been a first-aid instructor for John's Ambulance.

ne Summer Volunteer Program, the first project young people as volunteers in social services, has stablished by the Ontario Department of Social amily Services. Over 1,000 high school students d. Selection was based on genuine interest in unity social services, previous experience in a eer role, intent to continue social work or follow er in the social services, and the needs of each unity's social service agency. During the vacation students worked for eight weeks on projects other ose performed by regular staff. The program was intended not as employment but to provide a special service for which students were each paid an award of $50 a week.

Of the 290 final placements in the program across the province, 115 served in Homes for the Aged and Elderly Persons' Centres, 52 cared for children in day nurseries, and 90 worked with mentally handicapped persons in sheltered workshops. Students were also assigned to help in programs with mentally retarded adolescents and children, and in a summer camp for deaf students.

■ **About 2,500 workers will be laid off in the mining industry in northwestern Québec between January 1971 and June 1972, Pierre Paquin, member of the Manpower and Mines Council of the Québec Department of Labour, and Director of Industrial Relations of Noranda Mines Ltd. for Québec and the Maritimes, told members of the Québec Mines and Metal Association meeting in Mont Gabriel, Qué., last June.**

"The year 1970 and the beginning of 1971 were marked by the closure or the impending closure of several mining companies in Northwestern Quebec," he said. By the beginning of May 1970, a total of 1,054 individual cases of employees were examined by classification committees. Concerned with the extent of the problem, the Federation of Steel, Mine and Chemical Workers proposed the creation of a mining fund to which all the mining employers of Québec would contribute. "The mining industry has become fully conscious of the common interest. On the other hand, the government and the trade union movement have felt the need to examine the manpower problem with a valid interlocutor"—the Québec Association of Mines and Metals.

One must not forget that it was at the latter's request that (the late Minister of Labour) "Pierre Laporte had set up the Mines Manpower Council to examine the question of the closing of the mines, including the problem of older and handicapped workers, the classification means, the problem of geographical mobility, preferential hiring, and the many problems caused by the closing of mining firms." Five years ago, it would have been unthinkable that such consultation could be possible, continued Mr. Paquin. "Today, it is a reality accepted by Québecers." Up till now in North America, management associations have been mostly pressure instruments aimed at protecting management's interests. In the Province of Québec we now see these changing associations taking part in general consultations."

W. T. Wilson W. P. Kelly

■ **W. T. "Bill" Wilson has retired as head of CN's Personnel and Labour Relations Department.** Mr. Wilson joined the Canadian National Railways' personnel department in 1950, moving up to vice-president of personnel in 1957 and becoming vice-president for both personnel and labour relations in 1961. On his retirement, Mr. Wilson was presented with a plaque from his colleagues by W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour.

Mr. Wilson was born in Ottawa in 1905 and worked there until he joined CN. He was at one time chief treasury officer of The Wartime Prices and Trade Board and the National Housing Administration. In 1944 and 1945, he served as chief treasury officer in charge of establishing family allowance offices across Canada. He later became comptroller and deputy chairman of the prices and trade board, vice-president of the Commodity Prices Stabilization Corp. and a director of the Canadian Sugar Stabilization Corp.

■ **The five-month Flin Flon strike ended in Ju tative agreement between the Association of F Trades Unions and the Hudson Bay Mining an ing Co. was announced on June 17 by W. P Director, Conciliation and Arbitration Branch, Department of Labour.** On June 21, union m voted 371 to 129 in favour of returning to work.

The strike began on January 26, when 650 boiler carpenters, painters, bricklayers and electricians to accept the same basic contract as the one sig previous fall by the United Steelworkers of A representing the miners, and demanded the bargain for their own group. As a result, th miners were laid off as well.

James V. Goodison, chief negotiator for the tra recommended that the contract be accepted desp he called "vast injustices." Under the new cont company will have no right to change, amend or tinue welfare plans written into the agreement amendments to welfare plans will be negotiat committee representing all unions certified to for company employees. The company will pay cent of Manitoba and Saskatchewan hospital an cal plans from the date of signing of the ag to October 1, 1972, when it will pay 75 per ce company will increase the sick benefit to 75 p from 50 per cent effective October 1, 1972 a increase coverage to one year from 26 weeks the same date. Other gains included an increase differential pay, a Sunday premium, and an ad holiday a year.

The miners laid off received unemployment be $100 to $150 a week. Machinists, boilermak carpenters received strike pay; but 260 painter layers and electricians received none.

■ **Task, the quarterly magazine produced by tario Department of Labour, won an award of ex at this year's annual conference of Corporate C cators Canada.** The Editor of the magazine, Mi Butler, of the Information Services Branch of the Department of Labour, accepted the award at t of the convention, which brought together s industrial editors from across Canada.

The three issues of **Task** submitted for the awa gram dealt with the problems of the older worke have since been reprinted in one booklet for

ntario Human Rights commission. The first of the es (dealing with the problems of age discrimination nployment) was reprinted in The Labour Gazette lovember, the second in the July number. The third ines the difficulties posed by compulsory retire- The first part of this article appeared in the August ber, and the second appears in this issue of the Gazette.

Butler, a South African by birth, came to Canada years ago and has been Editor of **Task** since March After graduation from the University of Cape with a B.A. in English Literature and Political sophy, she received her training as a news reporter, e writer and editor on the **Cape Times,** leading African morning newspaper.

53 she emigrated to Jerusalem, where she worked o years as a free-lance feature writer and photogra- covering events in Israel and Jordan for some seven cations abroad. She left Jerusalem in 1965 and three years in London, England, working as Press for the Royal Society for the Prevention of Acci-

egotiations that have been going on for a few s between the unions of automobile salesmen of rovince of Québec and auto dealers, in spite of ention by conciliation officers of the province's rtment of Labour and Manpower, have ended in lock. Seventy-five associations of automobile sa- n have been certified, and are thereby authorized er into negotiations with the dealers. Jean Cour- Québec Minister of Labour and Manpower, has ppointed a special investigator to examine the m of labour relations in this industrial sector. The grouping the salesmen as well as the dealers have l to suspend their negotiations until Roger Pilote, partment's special investigator, has submitted his to the Minister. Mr. Pilote will tour the province et the parties and hear their suggestions.

stablishment of one, national, independent Cana- rade union movement, divorced from any control utside Canada, is the objective of the three-year-old ian Council of Unions, which held its annual con- in Vancouver on July 2, 3 and 4. The Council es that "the American or international unions in da are an infringement on the sovereignty of the ian people" (LG, Nov. 1970, p. 766). Its mem- p is now 20,000 in nine affiliated unions.

elegates instructed their executive and union es to study the options and prepare a report on ection and future role of the Council for the next convention. They thus delayed a head-on clash with the Canadian Labour Congress, which unites the majority of Canadian unions and whose membership is 90 per cent representative of "international" unions—Canadian branches of unions whose head offices are in the United States. The Council also endorsed an increase in the per capita monthly contributions from five cents to seven cents to provide an annual operating budget of about $16,000.

Secretary-Treasurer Kent Rowley attacked the custom of having members of U.S. unions appear as labour representatives on provincial labour relations boards. He slammed the U.S. unions as being financially and politically corrupt, and he charged them with "attempted suppression" over the CCU's assertion that more than $89 million in profits from the union dues of Canadian workers went to U.S. unions between 1962 and 1968. The convention later passed a motion condemning the delayed publication of federal Government reports on the operation of unions in Canada. Other approved motions called for the elimination of foreign control of any Canadian industry, the formation of a planned economy under Canadian ownership, and 100 per cent government ownership of the Canada Development Corporation.

■ **Marcel Pépin, President of the Confederation of National Trade Unions for the last six years, has announced his intention to resign this fall, although he still has more than a year remaining in his third two-year term.** Mr. Pépin said that he was stepping down because he believes that the 215,000-member CNTU "needs new leadership to keep pace with a rapidly changing Québec." He added that he would remain with the union as a technical advisor.

The decision was announced at a specially convened meeting of the Confederation's 28-man confederal bureau. A meeting of the CNTU general council or a special convention will be called for this September or October to choose a successor. Pépin said that he would be "completely neutral" in the election of a new president, and he refused to speculate on who might contest the election. One possible candidate is Raymond Parent, the CNTU's Secretary-General, the post held by Pépin before he was elected president in 1965. Mr. Parent joined the CNTU in 1949, the same year as Pépin, and he has been a close friend and working associate.

■ **Wage demands of workers in the public and para-public sector of the Metropolitan Québec region are justified, says Yvon Valcin, Vice-President of the Central Council of the Confederation of National Trade Unions in Québec City.** Mr. Valcin pointed out recently that the economy in this area has an "administrative" and "institutional" character: of the 32,000 persons living there, 14,000 are civil servants, 20,000 are hospital and welfare institution employees, and others are employed by school board and other provincial or municipal agencies. "The injection of additional buying power will reflect on the level of economic activity in the region, based mostly on trade and services," he said. "The region shows a greater consumption propensity than Montreal and the average for the Province" (retail trade per capita: $1,340 for the Metropolitan Québec region, $1,320 in the Metropolitan Montreal region, and $1,140 for the entire province in 1969), but the personal income available is only $2,340 in Québec City compared with $2,650 in Montreal. "The effect of the wage transfer will contribute to narrowing the gap between Montreal and Québec City."

■ **To continue to meet the special need for adjustment assistance in the automotive parts industry and to provide help for automotive employees who may be dislocated as a result of the changing North American automotive environment, the Automotive Manufacturing Assistance Regulations have been extended until June 30, 1973,** the Department of Industry, Trade and Commerce announced on June 17.

These Regulations were established in 1965, under the Canada-United States Agreement on Automotive Products, to provide Canadian auto parts manufacturers and related businesses with financial assistance when they could not obtain it from conventional sources. These special assistance loans—made through the Adjustment Assistance Board—have helped Canadian manufacturers to acquire the machinery and equipment necessary for expansion and modernization. To date, the Board has authorized 107 loans totalling $92.5 million.

It was announced at the same time that the Transitional Assistance Benefit Plan (LG, Sept. 1970, p. 622) would be extended until benefit payments at the proposed new level are available under the revised Unemployment Insurance Act. Transitional Assistance benefits are provided for auto and auto parts workers who are displaced as a result of the agreement. To date, the Board, which determines an employee's eligibility for benefits, has certified 11,109 employees as eligible.

■ **A freeze on applications for rail line aban has been called for by railway unions, reports C Transport, publication of the Canadian Brothe Railway, Transport and General Workers.** Th should last until a thorough study of Canada's passenger services is made, the unions said.

"Since the National Transportation Act has au them to do so, the railways are putting in app for abandonment with the Canadian Transpo to take subsidies of 80 per cent of any losses. S scheme for giving railways subsidies was int in 1961, there have been 55 applications for a ment and 13 decisions have been handed do the 13, five applications have been approved volved single-unit Dayliner runs. "We decry th lous situation in which we find ourselves," spokesman for the CBRT. "Legislation requ railways to go through the preposterous exe applying to abandon before they can obtain sub

■ **Job security is the most "vital issue" fa 18,000-member Canadian Union of Postal Wor cording to the newly elected President of the Un McCall of Vancouver.** In his inaugural address, c at the union's annual convention held at Ca June, Mr. McCall declared that, because of aut "our jobs have to rate the No. 1 priority i contract negotiations with the federal Governm though increased wages are always kept in m former miner in Newcastle, England, McCall William Houle of Ottawa, who led the union two strike-torn disputes. He won the election first ballot with 220 votes. Mr. Houle received 1 and L. A. Murphy of Toronto, 47. McCall employed with the Post Office in 1962 as a p employee in Westminster, B.C., moving to status the following year in Vancouver.

■ **The House of Commons gave final approva major pieces of labour legislation in the third June: massive reforms of the Unemployment I Act (LG, Sept. 1970, p. 627), and the amendm the Canada Labour (Standards) Code (LG, June** The two bills are a part of a general overhaul o labour laws proposed more than two years ago by Minister Bryce Mackasey. Sections of the two a designed to dovetail together: for instance, pro the unemployment insurance legislation for pay benefits for 15 weeks to women on maternity l complemented by the new labour code require a total of 17 weeks of maternity leave. Include labour code is provision for a new federal m wage of $1.75 an hour, with the power being the Cabinet to raise the rate in the future at discretion.

Who is entitled to family allowances—the working l of the family, the family as such in law or in fact, e child himself? In every country where social secu- has developed, including Canada, family legislation progressed on this point.

study of legislative developments in Belgium, Mrs. s Scheere, Doctor of Laws and Judge at the Brus- labour tribunal, has attempted to answer the fore- g question. Her study, titled Le droit à l'existence famille, was published in the March 1971 issue a **Revue belge de sécurité sociale** (Belgian Review ocial Security). The following observations were e:

rinally (1930), the intention was to assist the worker pport the family of which he was the head. In iple, a lineage bond was required: "Each worker sponsible for his own children, those of his spouse, children common to both spouses . . ."

936, a Royal Decree authorized family allowances "the children are exclusively or mainly taken care a worker to help the mother of a large family has been abandoned with her children by her and or to help children whose father is an invalid nen the mother cannot work because she must take of them." This was a first step toward the recogni- of the family de facto, as opposed to the family re.

Royal Decree of April 10, 1957 entitled the worker, had the exclusive or main responsibility for the , to allowances. As of that date, "the legislator ally recognizes the de facto family as that entitled w. In the event of conflict of rights, that is to say, several persons can claim family allowances for ame children or for the same period, the de facto family stands alongside the family in civil law, and it happens that the first comes before the second, either through the application of provisions concerning the legal order of devolution, or by derogation from this order as may be decided by the devolution committee." But the legislators gave to the expression "to have exclusively or mainly the responsibility" the meaning of "bearing more than half of the costs of supporting the child."

"It follows that the family as presented in the Belgian family allowance system is not only the community formed by a man and/or a woman with children raised by either or both under the provisions of the Civil Code, but also the entitled ones and the children who are bound to one another solely financially." At the same time, the legislation is developing "toward the individualization of the family members," although a "human relationship of care" is required between the child concerned and another person to entitle someone to family allowances.

Briefly, in Belgium, although "the conception according to which the right to family allowances must be based also on work, or must at least be closely related to it, always constitutes the basis of the existing structures in the field of family allowances, the recent legal provisions lay down the right of the family or simply the right of the child, as an exclusive basis for the right to family allowances."

The author states her preference for a system based on the rights of the family, as does Eleanore Rathbone in her book **The Disinherited Family:** "When society is considered from a point of view other than the economic one, it appears in a sufficiently eloquent way that, in short, the family is the most important of all institutions. It is both essential as a means for all the rest and it constitutes in a sense an end in itself."

■ **Year by year during the past decade, the average American has slowly increased his buying power despite inflation. But last year, for the first time since 1960, he lost the race.** The Bureau of the Census reported in June that the purchasing power of the typical American family reached $9,870 for a loss of $120 or 1.2 per cent over the year. One result of the loss of "real" earnings was a parallel report by the Bureau of the Census showing that the number of poor people in the nation increased last year for the first time in a decade. Sluggishness in the economy was described as the main cause for both the loss in buying power and the increase in the number of those below the poverty line.

The drop in purchasing power was reflected in many other phases of the economy. Wage earners in the South still lagged about $2,000 a year, compared with northern workers and those in the West and North Central regions. The statistics further showed that of the 52 million families in the United States, 14 per cent earned $4,000 or less in 1970; 11.1 per cent earned from $4,000 to $6,000; 12.3 per cent from $6,000 to $8,000; and 13.6 per cent from $8,000 to $10,000. About 26.8 per cent earned between $10,000 and $15,000 a year, and 28 per cent earned between $15,000 and $50,000. Only one half of 1 per cent had incomes exceeding $50,000.

■ **The Governments of Kenya and Iran have asked the International Labour Organization to assist them in planning broad national strategies to expand productive employment.** The ILO missions will follow similar international efforts already undertaken in Colombia and Ceylon as part of the ILO's World Employment Program. The employment strategy missions include experts drawn from the ILO and other international agencies—economists, sociologists and specialists in industrial relations, labour legislation, trade and agriculture. They take into full account the views of government representatives and those of employers' and workers' representatives when formulating their recommendations. ILO Director-General Wilfred Jenks noted that the mission to Kenya will be the first one undertaken in an African country.

The Government of Colombia is now implementing the recommendations of the mission sent to that country last year, and the team examining the serious unemployment problem in Ceylon is expected to submit its recommendations in the fall.

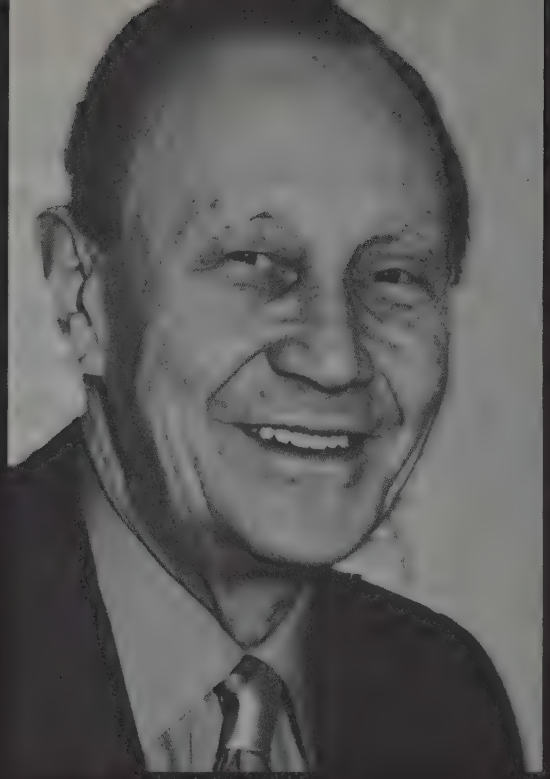
■ **Japan has completed formal ratification of I tional Labour Conventions designed to protect from unduly low wages.** Ambassador Hideo Ki Permanent Representative of Japan in Geneva, p ed to the International Labour Office in April th ments ratifying Convention No. 26 of 1928 an vention No. 131 of 1970. Both Conventions prov the establishment of minimum wage-fixing ma in consultation with employers' and workers nizations.

The 1928 Convention covers industrial and com workers, and the 1970 standard can be applied group of wage earners, and indicates some of the to be taken into account in setting minimum These include the needs of workers and their fa the general level of wages in the country, the living, social security benefits, and the relative standards of other social groups, as well as su nomic factors as the desirability of maintaining level of employment.

Italy recently ratified 11 more International Conventions, including Convention No. 123 spe that the minimum age for employment in under work shall be 18. Spain has ratified 20 more C tions. This brings the number of conventions by Spain and Italy to 78 each, and the num ratifications of International Labour Conventi ILO member States to 3,742.

■ **The United States Government invested ov million in its summer job programs in 1971.** Mo 824,000 job opportunities were made available—6 through federal Government programs, and through the efforts of the National Alliance of Bu men, which works with the Government but d receive public monies. Of the federally provide the Neighbourhood Youth Corps provided mo 609,000. An additional 63,000 jobs were avail the Federal Summer Employment Program for and 2,000 in the newly established Youth Conse Corps.

earning
ne art of
etirement



Len Douse

(Len) Douse recently retired from his position nief, Section on Older Workers, Department of npower and Immigration (LG, March, p. 171). Mr. e joined the Canada Department of Labour in 1948 moved with his Section to the newly created De- rtment of Manpower and Immigration in 1966. Since either Mr. Douse or one of his staff prepared an e each month for The Labour Gazette. Mr. Douse d in 1970 to lead a pre-retirement seminar for the Education Division of the Ottawa Board of Edu- n and continued after his retirement.

know how to grow old is the master work of wisdom, one of the most difficult chapters in the great art ing."

Frederick Amiel, the 19th century Swiss essayist made the above statement a hundred years or so night well have been referring to the importance ucation to prepare for retirement. This is a type dy in which increasing numbers of Canadians are ipating today. Educational preparation for retire- was unknown in those days, however.

In Amiel's time, retirement from one's occupation at a specific age was most uncommon. The occasional person who had financial means might decide to take things a bit easier in his 60s, but the vast majority of workers remained on the job until death—unless injury or sickness forced them to leave earlier. Most elderly persons who were unable to continue work depended upon their families to support them. It was common in those days for homes to contain three generations of the same family, or for Grandma and Grandpa to continue living in their own home, usually in the same community, with sons and daughters contributing to their maintenance, each according to his or her means.

These customs of our forebears may appear unduly hard and unfeeling, but continuing in harness until life's end had its advantages. **Elderly people did not face retirement problems. They suffered no loss of prestige, status or esteem. They did not endure the loneliness of being separated from former friends and fellow workers. Indeed, sometimes they gained in prestige, because there was**

more tendency in those days to associate aging with the development of wisdom. Master craftsmen were generally considered to be better when they were advanced in age because of their greater experience. Wisdom was sometimes attributed to elderly people merely because of age, and in many cases must have been undeserved.

Progress in medical science since the 19th century enables many more people today to reach the later ages—the 60s, 70s, and 80s—than was the case 75 to 100 years ago. It is rather paradoxical that, as increasing numbers of workers reach the 60s, many of them in good health, willing, wanting and able to continue productive employment, the opportunities for their doing so are diminishing. The present trend, which may or may not last, is for earlier and earlier retirements.

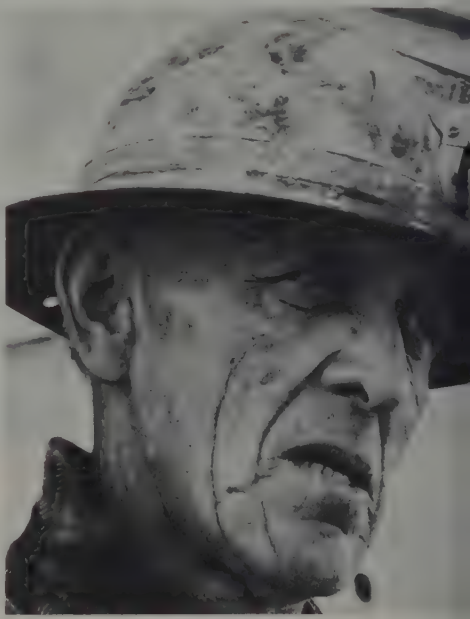
A recently published report of the Organization for Economic Co-operation and Development (OECD) titled, "Flexibility of Retirement Age," presents strong arguments for flexibility of retirement ages, rather than arbitrary or compulsory retirement ages. It states on p. 148: "The retirement age should be flexible in both directions (symmetrical flexibility). A person should not be prevented from postponing his retirement, but similarly he should, as far as possible, meet with no obstacles if he wishes to retire before the 'normal' age."

The new amendments to the Canadian Government's Public Service Superannuation Act permit a federal employee, who has reached age 55 and has at least 30 years of pensionable service, to retire and receive an immediate annuity with no actuarial reductions because of early retirement. The amendments also permit the employer, under certain conditions, to waive any actuarial reduction that would normally occur for employees aged 55 or over with less than 30, but more than 10 years pensionable service, who do not retire voluntarily.

Perhaps this action in the federal Public Service will encourage similar action among private employers.

If earlier retirements, as low as age 55, become the accepted pattern, the increased costs of providing incomes for the retirees may have such an economic impact on pension schemes that doubts will arise as to the desirability of this practice. Furthermore, unless provi-

sion is made for automatic increases in retiren come to offset rising living costs, many of th retirees will be demanding jobs and a return to the market when they consider that their incomes longer adequate. It seems likely that the only of ensuring that most retired people stay retired be to build into pension schemes provision for es of incomes to match rises in the cost of living—a could be extremely costly. These potential ef earlier retirement could result in a swing back retirement ages in a few years.



The purpose of this article is to discuss educa retirement—not the advantages, disadvantages o of earlier retirement. It is important to remembe ever, that **earlier retirement means many more leisure time, thus emphasizing the need for prop ning and preparation for those years. Education tirement is designed to help people to plan and for the later years.** No one questions the need fo ration for the working years of life; and now a growing recognition of a similar need to prep another significant phase of life—the retirement

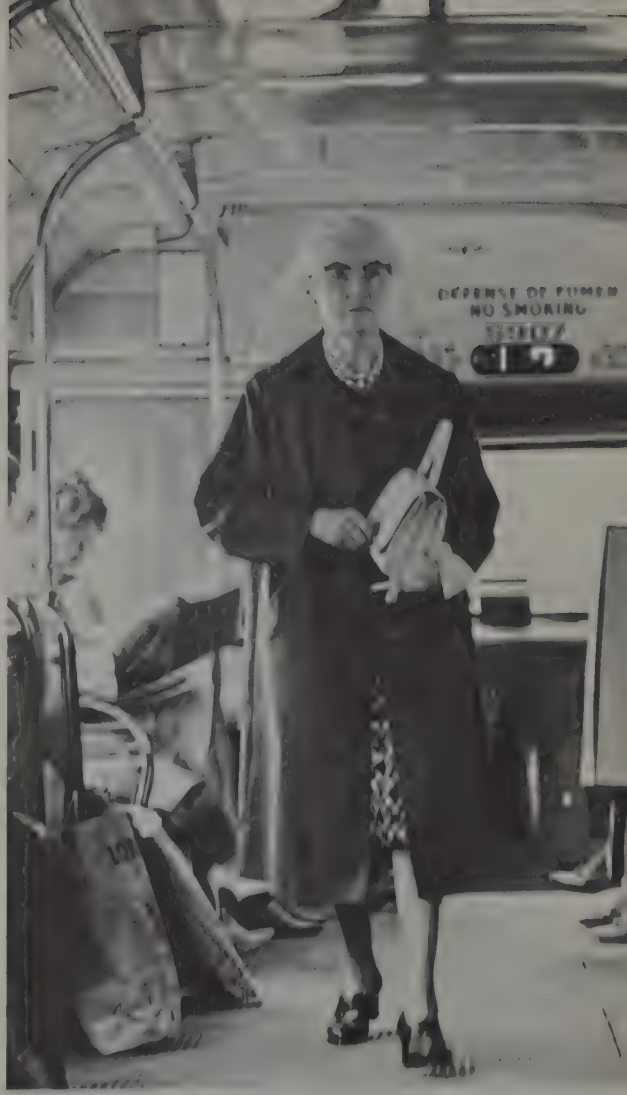
Retirement today is likely to mean 15, 20 or mo of living in a society that is constantly chang find contentment, a purpose in life, and a satis and worthwhile way of filling these years in a compatible with our interests, natural inclinatio

vidual characteristics is a challenge that demands
ligence, imagination, initiative, planning and prep-
ion. The last 20 or 25 per cent of our lives can be
s of joy and satisfaction—or they can be years of
ness, despair, hardship and hopelessness. Good
th, an adequate retirement income, and proper
ning and preparation cannot guarantee contentment
appiness during the evening of life, but they can
us to meet the problems and challenges of with-
al from the world of work.

should be responsible for providing opportunities
preretirement education? This is a debatable ques-
Should the responsibility lie with employers,
ns, governments, educational authorities, society in
ral, or with the individual himself? As mandatory
ement results from employment policies, it might
rgued that employers should help their employees
epare for retirement. Employer-encouraged or ar
ry earlier retirements would seem to add weight
is obligation. Enlightened employers are increas
recognizing some responsibility in this area. Ex-
nt **company-sponsored preparation-for-retirement**
rams exist. **There are also programs sponsored**
by companies and unions. This is an area where
r and management can usually co-operate in har-
. Unions have played prominent roles in promoting
sponsoring education for retirement.

ral years ago, I participated in a workshop on prep
on for retirement. In attendance were sociologists,
l workers, pension consultants, federal and provin
government officers concerned with the field of
. and representatives of industry, organized labour,
several different professions. There was general
ement, even then, about the need for preretirement
uration; but no agreement was reached as to who
ld be responsible.

s suggested to the representative of one large com-
. which had for many years conducted a successful
tirement program, that his firm must have recog
its obligation to employees. The spokesman vi
rously denied this, and he pointed out that company
ly considered that obligation to its employees ended
the provision of retirement income through a pen
plan. Why, then, did his company put money, time
effort into such an excellent preretirement program?
plained that it was a matter of good corporate
zenship. His company recognized that **society had**
sponsibility to provide educational opportunities for
iring citizens, and that it was good citizenship on
part to make the contribution it did. He also conceded
that was good public relations for his firm.

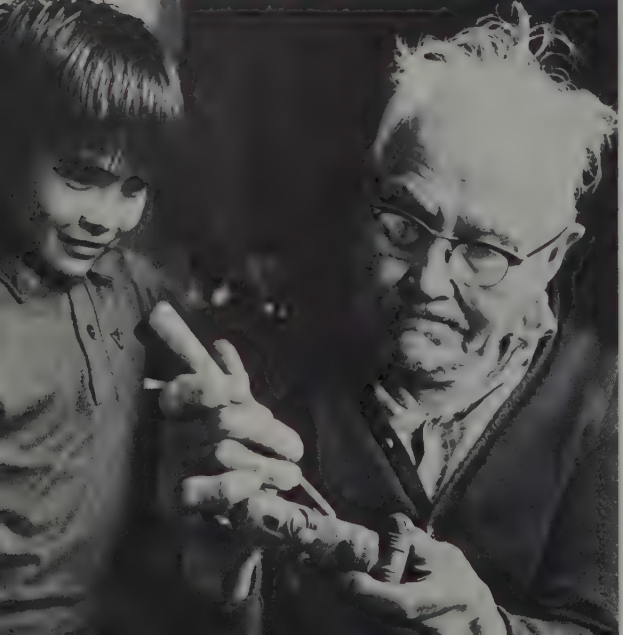


It is reasonable to assume that we all bear some responsibility for meeting the need for education for retirement—employers, union members, employees, members of society, and individuals alike. Community responsibility becomes evident in the establishment by adult educational authorities of evening preretirement seminars and courses. Two examples are Toronto and Ottawa. In Toronto, retirement-preparation courses have been conducted for some years: one two-hour session a week for several weeks. In the winter of 1969-70, one such course in Toronto was held for 24 weeks. It had 25 registered participants and an average attendance of 22.

In Ottawa, the Board of Education's Adult Education Division, under the leadership of its Director, Mac M. Boyd, initiated education-for-retirement seminars about five years ago. They have been running ever since. They grew from 8 to 10 sessions, then in 1970 to 12 weeks. The 1971 winter seminar, which had 41 participants and an average attendance of 34, also ran for 12 weeks. As far as is known, this 1971 Ottawa seminar was the largest preretirement group ever assembled in one class in Canada, and probably in North America.

Plans are being made to lengthen the Ottawa seminars to 15 weeks, beginning in October 1971 and continuing into 1972. If the demand is sufficiently great, these seminars will be modified to accommodate up to 50 participants in one group. To date, the ages of the Ottawa participants have ranged from 40 to the early 60s, with the majority in their middle 50s.

It is obvious that, **when so many middle-aged people are willing to pay fees of $25.00 (for a single person or a married couple) and attend preretirement sessions week after week, often turning out in sub-zero temperatures and snowstorms, there is a demand for preretirement education.** I served as leader during the last two Ottawa seminars and expect to continue in this capacity during the forthcoming 15-week seminar in 1971-72, and I was greatly impressed with the determination and enthusiasm of all participants. They came from industry, business and federal Public Service, and included most ranks of employees, up to the executive and professional level. In at least one province, three-day regional preretirement seminars have been held in most areas. These



three-day seminars, sponsored by a provincial g ment department, provided 24 hours (three 8-hou of lectures and discussions on the same or similar covered in the usual 12 weekly two-hour sessio gional seminars do have the advantage of pro some preretirement education to a large num people in a short period of time. Their disadv is that it is difficult for most people to absorb so knowledge in such a short time. A more lasting i can be made when the same hours are spread o weeks. These three-day seminars, however, hav ceeded in interesting a great many people in edu for retirement, and in stimulating them to continu studies on their own.

Recently, the federal Department of Public under the leadership of Deputy Minister John A Donald, pioneered federal action by conducting perimental two-hour-a-week, ten-week preretir course for its Ottawa employees. This program demonstrates employer recognition of the obliga provide such a service for retiring employees. The Works program was well received and successfu I have been informed that plans are being m extend it to the Department's employees across C The Public Works' course was planned and con by Alex Gillespie and Frank McGuigan of the D ment's Personnel Administration Directorate. J by requests I have been getting for information departments are also interested in similar action.

The advance studies made by Public Works led conclusion that **those who have had satisfying cultivated outside interests over the years, and ca on an adequate retirement income and reasonabl health, can make the transition from work to leisu little difficulty. Troubles are more likely to arise fo who have done no planning or preparation or hav so unrealistically.** At one extreme are the pes To them, retirement appears to be the end of th a time of worthlessness and misery. At the other e are the overly optimistic who look forward to reti as a totally enjoyable time of relaxation, conte and happiness. Reality seldom reaches either ext It usually lies somewhere in between—and the Works' preretirement program was designed t people plan and prepare for a middle-of-the-r tirement that would suit their personal habits a sires.

y hope is that the leadership given by the Department Public Works in the field of education for retirement, gether with the pressures generated by earlier retire- nts, will either spur other federal departments to ablish preretirement programs, or lead to co-ordinat- inter-departmental action in this field.

s conceivable that a combination of pressures from irees, governments and community adult education horities might result in arousing more widespread erest in preretirement education among employers l organized labour. Admittedly, it is difficult for small ployers to establish programs for a few employees; st of the company or company-union sponsored grams are in large enterprises. But smaller employers ght urge the setting-up of evening preretirement rses in community secondary schools, where they do already exist. They could then encourage their mid- -aged employees to attend these evening sessions by ing all or part of the school fees.

lden cessation of employment, particularly for an ployee who has worked for many years at the same upation and with the same associates, has a psycho- ical impact on a person that may adversely affect ital and physical health. A worker may be totally ware of the significance of the work environment his life and that of his family until it is suddenly oved. The greater the involvement in and depen- ce on one's working life, the greater the shock the nge to a new life pattern.

careful preparation, planning and study in the years or to retirement can lessen this shock, and smooth transition from work to leisure, so it is worth the e, effort, and money that it takes. If education for rement can help a potential retiree to develop a osophic and positive attitude toward aging and re- ment, it has justified its establishment if it does ing more. Experience has indicated that a well-or- ized preretirement program does help most partici- ts.

re are advantages for an employer when he encour- s education for retirement among his middle-aged loyees. Such education can help to prevent slacken- productivity among workers nearing retirement. By ring his employees that he continues to be interested heir well-being, he helps to reduce worry and pro-

mote feelings of security and loyalty. Such feelings help to maintain morale, self-confidence and the desire to achieve and accomplish. At the same time, the employer's concern enhances his image as a good employer in the eyes of employees and the community.

Planning and preparation for retirement can also lead to greater acceptance of an arbitrary retirement age by developing positive attitudes toward retirement.

The basic objectives of education for retirement are to assist participants to adjust—psychologically, financially and attitudinally—to what should be a well-deserved promotion to the plateau of retirement. Society generally does not regard retirement in this light—but it could

be conditioned to do so. Persons approaching retirement might aid the process and boost their own self-confidence by learning to regard their new status as a well-earned reward after a lifetime of actively contributing to the nation's economic growth. Despite their increasing numbers, retired persons are still members of an exclusive group deserving society's respect and admiration.

The well-planned preretirement course usually emphasizes the positive aspects of retirement—for example, the freedom from routine and the slavery of the clock, and the new time available for doing the things one has always wanted to do. This does not mean that a study group should avoid discussion of problems; it should concentrate on positive and practical ways of resolving them. The general rule should be to "accentuate the positive," and this principle should be woven like a thread through all the sessions, regardless of the subject being covered on a particular night.

The subjects studied in an education-for-retirement program can be broadly grouped into six categories: health, physical and mental; finance, income maintenance and development; living arrangements; legal problems; social problems and use of leisure time; and development of a retirement philosophy.

Emphasis and pattern may be varied according to the needs and interests of the group. Experience has shown that there can be considerable variation of interest among different groups. For example, a medium- to high-income group may be extremely interested in investments, bonds, stocks and mutual funds, whereas a low-income group may prefer to discuss hobbies, part-time employment or other activities that could produce after-retirement income.

A comprehensive preretirement course includes the following lineup of subjects:

1 Maintenance of health, physical and mental: food, diets, nutrition; exercise; mental attitudes; importance of regular medical checkups.

2 Finance: company pensions, Canada and Quebec Pension Plans and Old Age Security; investments (stocks, bonds, mutual funds, real estate); insurance (life, endowment, term, and annuities); comparison of living costs before and after retirement (many costs can be lowered after retirement); budgeting (practice living on

ement budget at least one year prior to retirement); ncial security—aid to mental and physical health (use redit, taxes); and consumer services (counselling, hasing, advice on contracts).

Living arrangements: owning versus renting, houses us apartments, city versus suburbs, urban versus l living; condominiums; trailer and cottage living; geographical locations.

Legal problems: wills, bequests, estate taxes, riage rights; legal aid; warnings against swindlers; general legal questions.

ocial problems and use of leisure time: possible of status and prestige because of retirement, family lems and relationships, importance of friends and hbours (an active social life as opposed to with- al from social activities, cultural, community or ical involvement); travel (ways of travelling inex- ively, cruises and cargo ship or freighter travel, es, buses, trains, reduced rates for over-65s, charter s, motels, hotels, resorts, campsites, south in winter, parisons of costs and conditions; hobbies (for relax- n, enjoyment or profit-making); community activi- volunteer work, local politics, church work, senior n centres); continuing education (formal and infor- education, keeping the mind active); and employ- t (part-time, full-time or self-employment).

Development of a retirement philosophy: a personal ement philosophy should be developed prior to ement; the continued challenge of retirement (retir- go new activities not from old ones); and attitudes gination, initiative, positive thinking and sense of our).

Experience in the field of education for retirement a me to suggest that it is useful at the opening n of a seminar to discuss retirement and its prob- in a generalized way. The inter-relationship of all problems and challenges should be clearly ex- ed. Relevant questions of as general a nature as sible should be raised, and the opinions of as many icipants as possible sought. In this way, some insight the needs and interests of the group can be ob- d. The balance of the whole program can then be ted and slanted to meet those specific needs and ests.

opics suggested here can be modified, added to anded to meet the requirements of any particular **. In most courses, time does not allow exploration pth of most of the subjects covered. This gap in the provision of knowledge can be offset to some extent by distribution of mimeographed material related directly or indirectly to the topics studied.**

To ensure that the material is read by group members, documents should be distributed one or two at a time, and spread over the whole course. The Section on Older Workers, the Manpower Utilization Branch, Department of Manpower and Immigration, can usually supply free quantities of retirement material as well as literature on other gerontological subjects.

The sessions should be held, if possible, in a spacious room with participants grouped in a circle or oval, around tables facing each other. The informal round-the-table atmosphere is conducive to participation in discussion. If a session lasts for two hours or longer, facilities should be available for obtaining coffee. A blackboard or clipboard is useful, and access to a film projector and screen are essential. A lectern for guest speakers is needed, as a lecturer standing usually commands more attention than one sitting. The format of one successful plan keeps the first hour on a more or less formal basis, with the guest speaker or speakers delivering the presentation. The second hour is a completely informal round-table question, answer and general discussion period.

Course members, wherever possible, should have access to personal counselling. Some members of the group may have personal problems that they would be reluctant to raise in a group session. Programs sponsored by large companies are usually more fortunate in this respect, as they normally have professional personnel counsellors, psychologists and medical advisors on their staffs.

Finally, guest speakers should be selected with care. They should not only be experts in their fields, but also capable speakers, with some interest in and knowledge of aging and retirement.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

50 years ago

The "flying squadrons" of Goodyear Tire and Rubber Company Limited; a shorter work period in lieu of a staff reduction; the proverbial beating of swords into ploughshares; and the promotion of rural industries—these were some of the topics reported in The Labour Gazette of 50 years ago, September 1921.

■ **The Canadian factory of the Goodyear Tire and Rubber Company Limited at Toronto organized a body of 50 of its most expert workers, known as "the flying squadron," to increase the efficiency of the plant, reduce accidents, check bad practices, and help to handle new problems of production.** They were chosen from among the best workmen in the various departments ar fully trained in all principal operations in the Whenever any department was in need of men ance production, members of the flying squadro up the number. They were changed from one op to another, making piece-work prices on the op with a minimum day-work rate guaranteed. Wh became proficient in all operations in the facto received a certificate as "master rubber worke were in line for higher positions. The flying sq was soon credited with a reduction of accidents, cent of which were found to have occurred wit perienced help. P. W. Letchfield, originator squadron plan, described its implementation at a rubber plant at Akron, Ohio, as follows: "Every ron held a meeting once a week on company t which, among other things, the members brou any condition or practice they had seen in the of their work that did not strike them as in the of the business. Of the men who had finished the ron courses, 98 per cent have been promoted, to the executive positions."

■ **The effect on the rate of production of red in working hours was discussed in a report by th Inspector of Factories and Workshops of Great** It was concluded that shorter hours had a be effect upon the workers, perhaps more so than ar contemporaneous improvement in industrial con The result in regard to production, however, according to the nature of the processes involved the process was almost entirely mechanical, outp reduced nearly in direct proportion to the redu hours; but when the attention of the workers volved, a decline seldom followed, and an incre often noted. This general conclusion agreed wi reached by investigators in an inquiry into th of shorter hours on production in the United (LG 1920, p. 696). The British report noted tha the war, hours of work were generally reduced in and rarely exceeded an aggregate of 48 a wee reduction was made in almost all industries legislation, mostly by consent of the parties con In order to further diminish fatigue, many firi arranged for a short break in the work in the fo and another in the afternoon, and others had leng the midday interval. These measures resulted creased production. An American manufacturer, H. Collins, writing at the time on this subject issue of **The Survey** (New York), also recommen provision of rest periods, with refreshments, as a

means of lessening industrial fatigue, which, according to another writer (B. J. Newman in **Modern dicine,** February 1921), was the cause of economic estimated at 20 cents per worker per day.

A shorter work period, often suggested as a means nding unemployment, was sometimes brought about a lack of demand for a company's product. For in-ce, at a meeting of the Carmen's Union at London, ., on August 16, the employees of the G.T.R. car os voted almost unanimously to work only three ks each month in place of a reduction of 20 per in the staff. A similar choice was offered to the .R. shop employees at Stratford.

Concerning the adoption of the biblical adage of ing swords into ploughshares and spears into pruning ks, figures from the Soldiers' Settlement Board ved that 26,445 returned soldiers had been settled and, 5,980 on free lands without loans, and 20,465 purchased and free lands with loans. There were 4,792 acres occupied by soldier settlers, approximately one half being free land. It was estimated that 600,000 acres of new land had been broken. A total of $83,884,210 was granted for loans to purchase land, to remove encumbrances, for stock and implements, and for permanent improvements.

■ **Hon. E. C. Drury, Premier of Ontario, in a Toronto speech suggested, as a partial remedy for unemployment, a revival of the village industry idea, as far as it could be practised.** The advocates of rural economic expansion claimed that, by increasing the prosperity of rural life and judiciously combining and supplementing agricultural work with selected home industries, it was possible to: (a) check further rural depopulation and immigration; (b) redistribute men and their families on the soil; (c) foster agricultural activities, and particularly to render small holdings economical; (d) increase the economic stability of all classes of rural workers in times of depression; (e) balance industrial forces by distributing instead of concentrating workers; and (f) restore the national standard of health. It was thought also that recent developments in motor transportation would make the scheme easy to put into practice.

ook reviews

eting Managerial Manpower Needs," by B. A. Keys, . Thompson and M. Heath, Economic Council of ada, 1971, 83 p., $1.25.

nada is . . . rapidly moving out of an extended period ersistent shortages for many types of higher-level npower into an extended period of relatively ample plies of such manpower," says the Economic Council anada in a recent report. It is imperative that in-ry make concrete plans to utilize this resource or npany objectives may have to be compromised."

assist in this process, three Council researchers—B. Keys, F. G. Thompson and M. Heath—investigated "best practices" currently used by 46 companies ady engaged in manpower planning and develop-t for management and professional categories. They also conducted a survey to obtain from these companies an estimate of their projected needs for these personnel from outside. The results indicate that even these companies have serious lacks in their programs.

The philosophy of manpower planning has become a more popular theme in management jargon in the past few years. The Council report contains an extensive bibliography of material dealing with the concept and its various integral parts. From their research the three authors of the report were able to develop a simplified manpower equation to correlate practice with theory: "Demand for manpower present and future, when matched with supply currently available after attrition, reveals needs for training, development, recruiting and shifting." Demand, supply and need are then further divided into requirements that, if properly met, constitute an ideal manpower planning program.

To assess demand, a company must first have systemized corporate planning. Best practice here would require "a comprehensive document of goals, objectives and strategies ... prepared for several years ahead for the entire company, together with a written statement of short-term plans and objectives in specific quantitative terms." All operational levels would be fully aware of this document, and it would be reviewed and revised periodically. Subject to its corporate plan, the individual company would then identify the jobs in the management and professional categories in terms of "job interrelationships, descriptions, and objectives," and might include "job specifications and acceptable levels of performance," says the report. Future jobs should be identified in terms of numbers and general qualifications required. Although most of the companies in the study followed the best practices in corporate planning, a few had made their plans too general. **In job identification, the situation was more serious: jobs and job relationships were not well defined, and future jobs were often ignored.**

To assess supply, there should first be a current inventory of personnel. The inventory must be kept up-to-date and complete, and it should include "information on education, experience, aptitudes, performance, training and development, career preferences, potential, and recommendations for the future." This information must be readily accessible for recruiting and planning purposes. A significant number of companies did not maintain an inventory of the entire group; vital information on training courses, for example, was also missing in too many cases.

The next stage in manpower planning is to match demand with supply. The comparison process should be conducted regularly for both present and future needs to be properly determined. This is the heart of manpower planning, and also the most complex item. Of the 46 companies, only 50 per cent reported a regular, systematic matching procedure. Only 10 of the 46 undertook to match future jobs with available manpower.

Need was the most poorly observed aspect of manpower planning in this study. **Only half of the companies surveyed reported that they had a systematic plan for the training and development of their managers.** Only 18 of the 46 firms identified the purposes of training and development in consultation with participants. The emphasis in the training and development programs of the majority was on improvement of current perfor with no regard for future matching-up. In only cent of the companies was career planning being and even then it was usually restricted to senio agement or a small élite of high-potential ma or to the early stages in the careers of new r Furthermore, the employee did not always know the plan to begin with. Replying to the surve 20 of the 46 firms were able to provide the infor requested on the training courses they offered the ous year—that is, on-the-job training through to educational leave. Some did not record the inform others buried it in departmental records. Those w report provided data that administrative course given preference, followed by technical courses; relations courses were used the least. Companie recruiting requirements to meet some of the nee failed to make allowance for in training practices more than one half of the group expressed a pref for candidates who had had work experience.

Commenting on the survey, Council Chairman Smith said he hopes that the results would enc corporations to give higher priority to the planni development of professional manpower needs. I conclusions, the researchers pointed out that, wh the various avenues for further research, "imp opportunities exist now for the wider applicat co-ordinated procedures."

Innovations in Industrial Organization and Labou tions, 19th Annual Conference of McGill Univ Industrial Relations Centre, March 4-5, 1970, G Enterprises, Montreal, 143 pages; $4.50.

The book consists of 10 papers delivered at the a two-day Industrial Relations Conference in Mc last year (LG, May 1970, p. 346), along with the r of the discussion that followed each paper. The conference was organized to examine changes i ernment roles, management policies and labour p pation, and generally to explore the new trend developments in the world of Canadian industria tions.

One keynote paper, "Innovations in Manag Organization, Corporate Structure, and the Social tions of Industry", prepared by Neil Chamberlain, uate School of Business, Columbia University, wa by William A. Westley, Director of the Industrial tions Centre, in Prof. Chamberlain's absence. The nological developments and economic growth times, he said, have posed a radical challenge

ortant element in our value core—the belief that we ıdividuals should have some influence over the social ems of which we are a part. "That challenge," Prof. mberlain said, "thrusts itself brutally forward in so y ways as the growing scale and complexity of our al organisms render them more and more impersonseeming to dwarf the individual and to rob him of ndividuality, to reduce the frontiers of his discretion nterpersonal relationships or idosyncratic behar."

. Chamberlain's paper went on to say that the uniities "have borne the brunt of dissident youths who ct to assembly-line education for assembly-line , even if the latter entitle them to wear a white ır." Minorities of all sorts, he said, have been strug- to avoid that tyranny of the majority that Alexis foqueville and John Stuart Mill both foresaw as ago as 1840. "This drama of discontent has enormous osophical implications that I will not presume to uss today. It raises questions of whether the neces- and inescapable pressures for ever larger social ems have been adequately balanced by the devolution iscretion to small social subsystems," he said. "It gs into issue whether the need for tighter social rols over individual behaviour in certain respects—to e life livable in a more crowded and complex d—has been adequately offset by a conscious conıce of ways in which small units can effectively icipate in their own government, and it opens up discussion whether at some point competitive pres- s for economic efficiency should not be curbed in nterests of a richer social life."

l C. Whitney, Industrial Relations Manager, Alcan Products, spoke on the elimination of time clocks lcan Kingston Works, and the establishment of a y policy for hourly-paid employees. "The elimina- of clock cards developed a certain trust between employees and the company. The atmosphere in plant was better. But even after the clocks were inated, bells were still ringing in the plant," Mr. tney said. "The foremen asked why we were still ing bells . . . so we eliminated bell ringing . . ."

Andy Andras, Director of the Legislative Department, Canadian Labour Congress (who died May 14), discussed the union view of social change. Projecting his thoughts into the future, Mr. Andras could visualize a society where the machine would take over many jobs. **"There are some who say we are moving into a non-working society where the machine will produce everything, where work will be largely unnecessary, where income will be paid merely on the basis of existence. If you are there, you get money; if you are not, well, you don't,"** he said. "I am inclined to believe we are moving more and more into a leisure society, but . . . it may be that something quite different will occur. When I was preparing my notes I suddenly remembered a book I had a long time ago . . . by Kurt Vonnegut, Jr. The book, called **The Player Piano,** was about a computerized society. There are two classes of workers in it: those who work with skill and enjoy status and income, and then the rest who have been discarded as redundant. For them there is 'make work' only. They dig holes and fill them up again. It is a kind of 1984 society that Vonnegut describes. But certainly it is a possibility, particularly if a society exists or continues to exist without any kind of moral concern about the implications of technological science."

Mr. Andras believed also that unions would undergo substantive changes in their institutional forms and the techniques used to meet corporate changes. He said that an obvious and inevitable change would be the reduction in the number of trade unions, with larger and more powerful ones confronting larger and more powerful corporations.

Other papers were: "The Changing Role of Government in Labour Relations," by Robert Sauvé, Deputy Minister of Labour for Québec; "Human Problems Confronting Contemporary Management-Labour Relations, by M. Scott Myers, Management Research Consultant, currently on sabbatical from Texas Instruments to **MIT;** Organizational Change in a Retail Industry," by John Paré, Assistant Vice-President, Personnel, Northern Electric; "Problems and Prospects for the Seventies," by Hon. Bryce Mackasey, Minister of Labour; "The Introduction of Works Councils into the Northern Electric System," by Charles Baillie, Co-ordinator of Works Councils, Northern Electric Company, and Jim Garrett, Manager of Production, Manual Shops, Northern Electric Company; and "Discipline without Punishment," by Dr. John Huberman, Consulting Psychologist, Vancouver.

The final plateau

Part 2

by Peggy Butler

Peggy Butler is Editor of **Task**, published by the Ontario Department of Labour. The accompanying article was extracted from a recent issue of that publication. The first part of this article appeared in the August issue of The Labour Gazette.

Attention became more sharply focused on the pr of the older worker in 1966, when the first Can Conference on Aging was held in Toronto, and th port of the Special Committee of the Senate on was published. Both the conference and the comm called for studies on retirement, and for the esta ment of programs involving management, labour ernment and voluntary agencies to counsel and pr people for retirement. Since then, an increasing an of literature on the subject is appearing; many go ment and voluntary agencies have set up sections ing with education for retirement, and educatio thorities have established or are considering pre ment courses.

The importance attached to preparation for retire by workers in the field of geriatrics was emphasiz a number of papers presented at the 23rd annual ing of the Gerontological Society, held in Toronto

ober 21 to 24. The Society, which came into being 1945 to promote the scientific study of aging and dvance the utilization of research in the development ublic policy, has a membership of over 4,000 and ludes scientists, social workers and others interested he problems of aging. Most of them are in the United tes, but there are members in many countries around world, including Chile, India, Italy, The Nether-ds, Japan and Hungary.

as the first time that the annual meeting was held Canada. Over 700 delegates attended, and papers e presented to report progress in the biological nces, clinical medicine, psychological and social nces, and social welfare.

Abraham Monk of the State University of New York ool of Social Welfare reported the findings of a study the preparation for retirement by a group of well-ctioning administrative and professional men aged ween 50 and 59. It was found that, **rather than plan-; for it, the subjects in the chosen group gave all cations of denying retirement and preparation for it f it were a stigma and an insult to their self-esteem.**

ong answers recorded during the study were remarks n as "I could not retire . . . I am too active, my urge e useful is too strong . . . nobody retires from life ss he is dead . . ."

e American industrial society, which provides role iels for practically all stages of the life cycle, has d so far to generate satisfying options for the years follow the institutionalized event of retirement," a Dr. Monk. "For many men who have devoted all r life to work, there is nothing to substitute for it e it is taken away from them. This applies very ially to the executives and professionals, usually e ribed as 'doers.' Therefore, if retirement constitutes mplex problem area, its alleged trauma can only be ned through some form of systematic anticipation."

of leisure time

rs is a work-oriented and not a leisure-oriented ure, and individuals now in their middle age will ve in old age essentially unprepared for the mean-ful utilization of large amounts of free time," said Eric Pfeiffer, Associate Professor of Psychiatry at e University, North Carolina. He presented a paper he conference on research into the use of leisure in middle life, carried out by Duke University's ter for the Study of Aging and Human Develop-t.

The research is part of a large longitudinal study of middle and old age that is following 500 men and women aged 45 to 69 for a period of six years, and it seeks to determine some of the social, psychological and physical determinants of adaptation in this age range.

Dr. Pfeiffer reported that **the majority of the subjects questioned would still work, even if they didn't have to (85 per cent); that they derived greater satisfaction from their work than from their leisure activities; that only a small percentage thought they did not have enough free time; and that subjects who were employed or engaged in business had experienced fun more recently than non-working subjects.**

"In order to avoid serious degrees of dissatisfaction in old age, our society must provide either more training for leisure in middle age or more opportunity for continued employment in old age. Or we must create a more even distribution of both work and leisure over the life span.

"Perhaps a combination of education for leisure and flexible retirement policies might work best in the U.S. One possible way of accomplishing this would be to increase vacation time after 50 or 55 by two weeks each succeeding year.

"Part-time or part-year work might then be continued past the so-called retirement age to the extent an individual wished or was able to work. In the process, individuals might gradually learn to use increasing amounts of free time meaningfully and enjoyably."

(Writing in the **Globe and Mail** on June 12, 1970, Wilfred List reported signs that unions were beginning to introduce into their contracts sabbatical or extended vacation clauses, vacation bonus clauses, and provisions for easing workers into retirement. Such provisions, which are featured in collective agreements in the pulp and paper industry in Central and Eastern Canada and in some agreements in the steel industry, tie extra vacations into preparation for retirement by providing an extra week's vacation at the age of 60 after 25 years of service. The vacation period is increased annually until the employee receives five extra weeks at the age of 65.)

Canada's own long-term study on aging has now reached the half-way mark and has already gathered a great deal of material of interest to sociologists and psychologists. Headed by Lawrence Crawford, Director of the Homes for the Aged, Office on Aging Branch of Ontario's Social and Family Services, and supervised

by Jean Matlow of the Office on Aging, the study began in 1959 with a sampling of 2,000 men of 45, ranging from labourers and skilled workers to teachers and lawyers. It will continue until the survivors reach 65 in 1979, and is expected to provide a penetrating and comprehensive record of what happens to a man and his family from the time he reaches middle age until he faces retirement.

Each year the participants answer a questionnaire, and interviews are carried out by field workers centred in 19 Ontario communities. The purpose of the project is to evaluate over the years: the socio-economic and health changes that accompany aging; the ways adjustments are made to alterations in the manner of living; and the effectiveness of all services (current and contemplated) for aging persons.

Although no thorough analysis can yet be given, interesting patterns are already evident, as reported in **The Ontario Psychologist** earlier this year. For instance, **it appears that the higher the income and the greater the level of education of participants, the more eagerly retirement is anticipated. Primary workers (farmers, miners, etc.) differ significantly from other groups in their attitudes: only 20.7 per cent look forward to retirement, whereas 41.5 per cent of white-collar workers welcome the prospect.**

Many men in the study do not approve of arbitrary retirement at all, but, because they work at jobs that have a set compulsory retirement age of 60 or 65, they are forced to face the problem. They cite as the most disagreeable aspects of retirement: not meeting people at work (77.6 per cent); having no daily routine to follow (64.8 per cent); having too much free time (71.7 per cent); and having to stay at home too much (59.1 per cent).

Positive adjustment

"So many people come to retirement with no preparation, no idea of what to expect, and no plans for what to do with their leisure," says Jack L. Lerette of Toronto, President of the National Pensioners and Senior Citizens Federation, which was founded 25 years ago and has hundreds of thousands of members across Canada. He is also serving his eleventh term as President of the United Senior Citizens of Ontario, which started in 1956 and has some 70,000 members.

"From my experience with senior citizens, I can say that **the ones who make some preparation before they retire are the happiest. People who don't use their minds and their physical capabilities when they stop work deteriorate faster than those who have some interes seen people just disintegrate and die within three**

Mr. Lerette knows at first hand what he is talking Now 77, he retired at 65 in 1958. After worki Goodyear, he spent 13 years on the staff of the Rubber Workers of America, the last five years as dian Director of Research and Education. He co that for three of four years before his compulsory ment he worried—"I didn't know what it would me."

Now he spends up to 12 hours a day serving the in and welfare of other retired people. The two nizations of which he is president exist to wo financial betterment for pensioners, to form clubs, to guide older people, and to assist them in their leisure.

Lerette has no quarrel with compulsory retireme views it as a fact of life, here to stay, and in th interests of the workers in most cases. But he b that people should learn to adjust to retirement ively, and that they should be given help in preparations for what is, in effect, a new phase of

"A change of attitude toward retirement is nece he says. **"If only workers would face up to the ine fact, in good time, that they will have to retire and 65, they are less likely to end up watching tel for 12 hours a day or looking at the four walls.**

"Preparation should start in the 50s. People shou out what their pension will do for them and wha of standard of living they can afford. They should provision for living and health care arrangement above all, they should begin to develop some re side interests, such as part-time work or hobb joining clubs, that will keep them in contact wi community after retirement."

Pre-retirement education

He believes employers can help ease the transit providing guidance and encouragement, in the fo educational courses, to stimulate the developm leisure interests and planning during the last few ing years. But he thinks that, to be successful programs must be geared to the special needs an tudes of older workers. Courses would have to be ized during working time—"most older worke pretty tired at the end of the day, and wouldn't to take advantage of courses run at night."

hough research into the problems of aging and re-ement have gone on for some time, the development systematic programs of pre-retirement education for rkers is a recent one. It is perhaps most comprehen-e in Britain, where the National Old Peoples' Welfare uncil has organized a network of committees and ncils to promote the creation of programs on com-ay time and on company premises.

Scotland, the Retirement Council of Glasgow orga-es a "day release" scheme in which a number of npanies participate. Workers approaching retirement released from their jobs for a day a week for seven ks to attend lectures at a college and discuss their ns for retirement.

North America, **industry's approach to preparing kers for retirement is confined largely to individual nselling, explanation of pension provisions and, in case of a worker who requests guidance, a number interviews to discuss specific problems. There are cations, however, that more companies are beginning ntroduce the group-discussion type of program,** in ch several aspects of retirement in addition to income y be covered by lectures and an exchange of views.

lysler was one of the pioneers in this field, with a ram jointly sponsored and run by management and United Auto Workers; and in the past seven years, e than 6,500 older workers in the U.S. and Canada e participated. Workers and their spouses attend six hour group meetings at which health, legal and sing aspects, as well as leisure activities and other blems faced by retirees, are discussed. Doctors and ers and other experts are there to give advice, and icipants are encouraged to talk over their worries.

basic course and program was provided by Dr. drow Hunter, Department of Gerontology, Univer-of Michigan, where the first educational program older people was conducted in 1948. The pioneering rams started at the University of Michigan, and w years later at the University of Chicago, gave tus to the development of preretirement projects ther American universities, adult education depart-ets, church and other associations.

ntario, the Office on Aging of the Department of al and Family Services drew up a night school se on preparation for retirement a few years ago, llaboration with the Toronto Board of Education. course, consisting of 24 weekly lecture and question ons conducted by experts in the field, started at hern Secondary School in 1966. Since then, there seen an annual enrolment of about 40 people.

In 1969 a course based on group discussion was presented at Eastern High School of Commerce and was so successful that this year a second course was started there for "graduates" from the two schools who wished to continue. Several community colleges have expressed interest in these projects.

Mental stimulus

But, however the concept is expressed or whatever measures are suggested, there is agreement that preparation plays a vital role in helping people adjust to retirement, and that lack of interests and mental stimulus in retirement can cause alienation from the community, despair and rapid deterioration.

There is growing recognition of the need to look on education, not just as a means of getting a job, but as a continuing process necessary for all stages of life. It can be of great assistance both to workers who want to remain in employment after retirement and to those looking for ways to use their new leisure time purposefully.

Dr. James B. Stroud, University of Iowa, states that we "should combat like the plague" the notion that the older person is too old to learn. And Dr. James Birren, University of California, an authority in the field of gerontology, claims that learning or mental activity is more important to successful living in old age than even housing or income.

Dr. Donald K. Grant, Director of Medical Services for Ontario Hydro, in recommending a well-organized program for second careers, says: "We must develop a new concept of leisure, and anoint it with some of the dignity that many ascribe only to work—there is a need to educate our people from an early age that there are other occupations or avocations than organized industrial work that are worth while, rewarding and productive in our community and social system."

To sum up in the words of Dr. Robert Butler, Washington psychiatrist: "Perhaps the greatest danger in life is being frozen into a role that limits one's self-expression and development. We need Middle Starts and Late Starts as well as Head Starts."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

IRDI Act changes

Labour Minister Bryce Mackasey at the end of June introduced in the House of Commons a bill to revise the federal industrial relations law, the Industrial Relations and Disputes Investigation Act, which has remained unchanged since 1948 (LG 1948, p. 425). Under the Revised Statutes of Canada, 1970, soon to be promulgated, this Act is due to become Part V of the Canada Labour Code. It is for this reason that the Bill now before Parliament is described as an Act to amend the Canada Labour Code. The Bill represents a comprehensive revision of the 1948 Act. It contains more than 100 sections. Federal labour law applies to industries within the jurisdiction of the Parliament of Canada. Approximately 530,000 employees are covered. Highlights of the Bill are summarized below.

Extension of bargaining rights

Under the present Act, bargaining rights are available to "employees," but the word is defined in such a way as to exclude managerial and confidential employees and members of the medical, dental, architectural, engineering and legal professions. As a matter of legal interpretation, certain other individuals who have some of the characteristics of employees and who work in a relationship of economic dependency are also denied access to bargaining rights.

The Bill extends bargaining rights to all professional employees, subject to a statutory expression of preference for separate bargaining units. It would also make such rights available for the first time to owner-op of trucks in a position of economic dependen to fishermen engaged on a "share-of-the-catch" b

The Labour Relations Board would have discre include in a bargaining unit employees whose include the supervision of other employees, but performing managerial functions and employe confidential capacity in matters related to in relations would continue to be excluded from the tion of "employee."

Labour Relations Board

Under the present Act, there is a part-time Relations Board consisting of a chairman and no than eight other members representative in numbers of employers and employees. The B concerned mainly with the determination of bar units and the certification of bargaining agents.

It is now proposed that the Board be reconstitu a full-time body comprising a chairman, a vice-ch and four members—although the size of the Boar be increased, if the need should arise, by the a of another vice-chairman and up to four more me The board would have substantial new respons

lating to provisions in the Bill governing unfair prac-
es, individual rights and the effects of technological
ange. Its orders would be enforceable in the Federal
ourt.

fair practices

e present Act identifies as unfair and prohibits certain
ctices by employers or trade unions. The provisions
question are designed to preclude employer interfer-
ce with the organization or administration of a trade
ion or the operation of the collective bargaining pro-
s. Responsibility for adjudication and enforcement
these provisions rests with the courts.

**the amending Bill, the unfair practice provisions are
engthened and extended in such a way as to offer
litional protection for employers and trade unions and
individual employees and trade union members.** There
o restriction on forms of union security—and, indeed,
re is provision for the voluntary revocable check-off
a minimum standard—but the individual employee
rotected against loss of employment because of a
pension or withdrawal of union membership for any
son other than a failure to pay dues. The discrimin-
ry application of union membership or disciplinary
ndards is prohibited.

sponsibility for adjudication of unfair practice com-
ints would be transferred from the courts to the
bour Relations Board. The Board would be empo-
ed to issue prohibitory and compliance orders and
order reinstatement and payment of compensation
lost pay. It would not be empowered to award dam-
s in the ordinary sense or to levy fines. Illegal strikes
d lockouts would remain, as at present, a subject for
secution in the courts.

tification

sent legislation makes provision for the determi-
on of bargaining units and the certification of trade
ons as bargaining agents. To be certified, a union
st demonstrate, to the satisfaction of the Board, that
as as members at least a majority of employees in
efined unit. In making its decision on this question,
Board has complete discretion as to whether or not
ill order a representation vote, the results of which
determined on the basis of a majority of employees
ble to vote.

Under the provisions of the Bill, a union seeking to displace an existing bargaining agent would still have to claim majority support at the time of application. But a union seeking certification for a unit without a bargaining agent would be entitled to a representation vote if it could demonstrate membership support of between 35 and 50 per cent. And the results of a vote would be determined on the basis of a majority of employees actually voting.

There are provisions designed to put on an equal footing bargaining rights acquired by voluntary recognition and those acquired by certification. These provisions also offer protection against abuse of rights granted voluntarily. A union acquiring rights in this manner would be subject to challenge, for a one-year period, on grounds that it lacks majority support.

There are also provisions designed to carry over bargaining rights when unions are merged or a business is sold and when an agency of the federal Government

is transferred from the Public Service to become or form part of a Crown corporation covered by the Bill.

Dispute settlement

At present, when a dispute develops, either party may seek conciliation assistance from the Minister of Labour. The Minister may appoint a conciliation officer and, if the officer fails to bring about an agreement, the Minister may appoint a conciliation board comprising a nominee of each party and an independent chairman. If the board fails to bring about agreement, it must report its findings and recommendations to the Minister. Strike action cannot lawfully be taken until seven days have elapsed from the day on which the report of a board has been received by the Minister.

It is now proposed that the Minister be given a wider choice of dispute settlement instruments. In a particular dispute, the Minister would be authorized to use a conciliation officer, conciliation commissioner or conciliation board, or to take no action. If he appointed a conciliation officer and the officer was unable to effect settlement, the Minister would be authorized to take no further action or to appoint either a conciliation commissioner or a conciliation board. Conciliation commissioners and conciliation boards would have equivalent powers and, if unable to effect settlements, would be expected to make reports containing findings and recommendations.

The right to strike or lock out would be established seven days after exhaustion of the process—i.e., seven days after an indication by the Minister of an intention to take no action or no further action, or after the report of a conciliation commissioner or board has been received by the Minister. The Minister would be authorized also at any time to appoint a mediator to assist the parties—but use of this power would in no way affect timing of the right to strike or lock out.

It is understood that the right to strike or lock out, legally established, cannot be withdrawn except on an ad hoc basis by Parliament in circumstances constituting a serious threat to the national interest. Parliamentary action of this kind has rarely been necessary. There have been only six occasions in the past 25 years when Parliament has had to intervene. But the need for access to this ultimate protection of the national interest is recognized. Also recognized is the fact that there are periods when, because of a decision to call an election, there is no Parliament. Accordingly, there is a provision in the Bill whereby, during such a period, the Governor in Council, if faced with a threatened strike or lockout that would adversely affect the national interest, postpone that date on which the strike or lockout normally become legal. Where this power was us Minister of Labour would be required to report t liament at the first opportunity.

Collective agreements

Under existing law, every collective agreemen contain a provision for final settlement, withou page of work, of all unresolved differences abo interpretation or application of a collective agre The Act, however, says nothing about the speci of the arbitrator. **It is now proposed that the the arbitrator be defined and strengthened; that hi diction be protected from excessive judicial revi that his awards be ultimately enforceable as or the Federal Court.** Among other things, the arb would be given a specific capacity to review re and to substitute penalties in disciplinary cases specific penalties are not set out in the collective ment.

Technological change

Under the present Act, a collective agreement is b on the parties and many not be "re-opened" for n tion without joint consent. There is therefore no ef means of dealing with circumstances in which sumptions underlying an agreement are upset technological change introduced during the term agreement, even though the change may have a effects on many employees.

Genérally speaking, the Bill would not change the ing character of a collective agreement. **An em would be required, however, to give the bargaining or agents concerned a 90-day notice of any techno change likely to affect the conditions or secu employment of a significant number of employee** thermore, in defined circumstances, a bargaining would be empowered, during the term of an agre to negotiate, with the right to strike, about pro designed to assist employees in adjusting to the of a technological change.

In order to exercise this power, the union woul to obtain from the board leave to serve notice t gain. The board would be authorized to grant such

oy if it was satisfied: that the existing collective agreeent did not contain provisions whereby the effects of hnological change could be subjected to negotiation al final determination; that the employer had not en written notice of the change in question prior to otiation of the existing agreement; and that the nge in question was likely to have substantial and erse effects on conditions or security of employment.

ncerted action

present law defines the circumstances in which ce action is lawful or unlawful. It does not deal, ever, with certain other aspects of concerted action employees, including picketing.

It is now proposed that the legal position of picketing associated with labour-management relations be clarified. More specifically, **it is proposed that such picketing be permitted when engaged in by authorized individuals at the place of business of an employer whose employees are legally on strike, and that it be prohibited in other circumstances.** It is proposed also that employees be protected against disciplinary action based on a refusal to do the work of other employees who are lawfully on strike.

Mackasey statement

Introducing the Bill, the Minister of Labour said that it was the result of a lengthy study based on experience with the present statute; the report of the Prime Minister's Task Force on Labour Relations (LG 1969, p. 269), whose research and recommendations provided a strong foundation for the study; submissions by representatives of labour and management; and consultations with provincial governments.

"The Bill reaffirms the faith of this Government in the process of free collective bargaining, including the right to strike. The Bill will provide no comfort for those who look to restrictive legislation for solutions to the problems of industrial relations. Indeed, it will provide no comfort for anyone who thinks that, in this field, the law should be able to work miracles. In my view—and I have been saying this publicly for a long time—steady improvement in the quality of our industrial relations will call for continuing effort by governments, employers and trade unions, working together on a broad front.

"Speaking for the federal Government, I can say that we see the Bill now put before the House as one element in a program of legislative and non-legislative initiatives designed to put us in a better position to deal, in cooperation with labour and management, with the basic causes of industrial tension and conflict."

Federations of labour conventions

Alberta

President Roy Jamha of the Alberta Federation of Labour opened its annual conference held in Calgary May 5 to 8, with a blast at the federal Government for its restrictive labour legislation. Mr. Jamha objected to an addition last year by the Alberta Government of several clauses detrimental to labour. He charged that the Government had added "certain amendments limiting actions and allowing employer groups to join together to strengthen their position in the collective bargaining process." He also stated that the provincial Government showed little recoginition of labour as a responsible partner in the socio-economic life of Alberta. "The Government has shown a predilection toward solving disputes and strikes that it wants settled and not assisting in settling those with which it is not sufficiently concerned." Speaking on the Government's behalf, provincial Labour Minister Ray Rierson told the 400 delegates that the Government will probably produce a new labour code for the next session of the Legislature or substantially rewrite the existing rules. He said that the new version will reflect growing involvement of Government in labour disputes as representative of "third-party public interest." He also promised new trades training legislation and a more effective wage collection procedure from businesses that cease to function.

Another speaker at the convention, was Donald MacDonald, President of the Canadian Labour Congress, who made harsh comments on the federal Government's economic policies. He told the delegates that, by showing "irresponsible lack of concern," the federal Government has pushed unemployment to the "brink of disaster," where 650,000 Canadians are jobless and denied fulfilment of their creative ability. Mr. MacDonald reiterated CLC demands, first presented to the Government on March 1, **to remedy unemployment: tax relief to low wage earners: better old age pensions and revised unemployment benefits, abolition of the 3 per cent surtax and of the 11 per cent tax on building materials.** He related the growing militancy in the labour movement directly to an increase in repressive legislation. "W reacting to government actions," he said. "We the collective bargaining process is not perfect, j democracy is not perfect, but it is far better tha other system yet devised."

W. G. Davies, of the Saskatchewan Federation bour, spoke on the same theme. He said that repr legislation "can only result in unrest, chaos, vi and a withering in the growth of democracy." The native, he continued, is "an imaginative develo of the human process of collective bargaining, to and more adequate forms within the existing proc

More than 30 resolutions were approved by the gates. They included a proposal that the prov government combat inflation by lowering the retir age to 55 for all men and women, and that pe provisions be revamped accordingly. Resolutions issues urged the establishment of $2.50-an-hour mum wage, and the posting of a wage bond by co tors to cover at least 50 per cent of the payroll construction projects as a means of preventing no ment of wages. Various proposals for improving d settlement were passed: that picketing by employe allowed at all operations of an employer; that th bour Act be amended to provide only 14 days fo sentation of an arbitration board award in a disagreement; that sections of the Labour Act pro ing strike action be amended to remove the restr and that legislation providing for introduction of lic emergency tribunal—"a compulsory labour co be withdrawn. On the matter of safety and comp tion there were many proposals: that employe required to provide first-aid attendants and ambu service on each industrial plant site; that the comp tion board increase its staff to cover, if necessa construction projects in order to reduce accident injuries; that compensation be increased to 90 pe of a workman's earnings to a maximum of $8, year. Other resolutions ranged from considerati government auto insurance to a recommendatio

nstruction workers on jobs away from home be free claim travel to and from work as income tax deductions. The delegates also considered drives to increase ion membership and the return of the Civil Service ssociation of Alberta to the Federation, and passed resolution to encourage action within existing national international unions to increase organization in the ovince.

ew Brunswick

e 15th annual conference of the New Brunswick Fedation of Labour, held from May 31 to June 2, was eceded by a "Consumer Affairs" night at which reprentatives of political parties and the labour movement rmed a panel to answer delegates' questions. The panel is in complete accord on the need for consumers to ganize and to counter pressure from the manufacrers and merchants with equal force. The 241 accreted delegates criticized misleading television advertisg, the lack of a provincial government automobile surance scheme, packaging and unrestricted price ineases, among other matters.

esident Paul LePage reviewed the past year's activities d commented on forthcoming issues of the Federation ll have to deal with: on the new Industrial Relations t, for instance, he emphasized the necessity of examing the full implications it will have for labour. In rticular, the legal-entity ruling in the legislation, pertting unions to be sued or subject to legal proceedings, d raised concern. He noted, however, that the princie had been established by the courts some years ago d the Federation went along with the Act because it s needed, and changes could be made. Mr. LePage o had a comment on the paper mills that had laid workers in the winter months. **"If the corporations at own these mills are not prepared to fulfil their reponsibility to the community where they have been ated for years, then we must ask the government to ke the huge timber reserves from them and nationalize e industry,"** he said.

He was followed by the first full-time Secretary-Treasurer, Gregory Murphy, who warned that unions must not become complacent about past efforts. "We must strive to bring all organized workers who are eligible into the provincial voice of labour, and we must reinforce our efforts to organize the unorganized workers," he said. He also advocated that his position be made elective.

Speaking on the first afternoon of the conference, Premier Hatfield appealed to labour to support the Government in programs for the social and economic development of the province. He pinpointed regional disparity as a major hurdle. **"Until New Brunswick citizens can claim to have an economy that generates jobs and incomes that compare favourably with national averages our concern will be economic development,"** he said. This would mean a strong emphasis on adequate educational training, health and housing facilities and the development of a productive base for the economy so that enough jobs could be generated. To attract more industry to the province, the Premier said that an enlightened labour relations climate and the development of a workforce known for productivity and responsibility were essential.

William Dodge, Secretary-Treasurer of the Canadian Labour Congress, addressed the conference and stressed the connection between greater unionization and the raising of the average income. He also made a strong plea for freer international trade, particularly because New Brunswick relies heavily on exports. He ended with an attack on the United Fishermen and Allied Workers Union and urged that its intimidation be ignored.

John C. Tonner, Director of the Industrial Relations Branch of the New Brunswick Department of Labour, discussed the philosophy behind the province's new Industrial Relations Act and explained some of its finer points. He noted that the Act was intended to de-emphasize the adversary theory of industrial relations and to promote an atmosphere where labour and management "can meet as equals and negotiate mutually acceptable collective agreements as partners in the enterprise." **Under the terms of the Act, the service of mediators or mediation officers would be available in addition to the usual conciliation officer service. The mediator would have all the powers of a conciliator plus the additional power to make recommendations to the parties for the final settlement of matters in dispute.**

Aurele Ferlatte, Senior Representative for the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, delivered the address at the banquet for Henri Lorrain, Vice-President of the union, who had been called away. Mr. Ferlatte stressed the role of labour in writing the rules for the implementation of medicare in the province but warned that work had to start immediately to provide a long-term objective in the form of an integrated health service system that would give the best possible health care. He outlined the advantages of community health centres, where the emphasis is on prevention and rehabilitation, and noted that they would be a prime feature of the Social and Community Program Department of the Canadian Labour Congress.

The convention delegates considered 112 resolutions, and approved most with little or no debate. Those passed included several dealing with collective agreements and the new Industrial Relations Act. The major resolutions dealt with stipulations that unions claim will slow down arbitration or strike action. For instance, the delegates called on the Government to amend the Arbitration Act to allow arbitration board awards to be final and binding on both parties and not subject to appeal in any court. In setting up unions, present legislation requires 50 per cent plus one of the total bargaining units to vote in favour to receive certification. The convention wanted the Act revised so that 50 per cent plus one of those voting would permit certification. A resolution was also approved calling for revision of the Industrial Relations Act so that a strike could be called the day following the termination of an existing agreement if a new collective agreement had not been signed. Another resolution demanded that the Government pay all the costs of arbitration boards, in the same manner as for conciliation boards at present, and set a time limit on the rendering of a decision by the board so that, if a decision was not rendered within the prescribed time, the union would have the right to take strike action. The delegates approved a call for an amendment to the Industrial Relations Act and would require only one vote on whether a local accepts an agreement or takes strike action. Finally, **the convention voted to ask the Government to remove the section making trade unions legal entities and called for assistance by all trade unions for any affiliate against which legal action is taken under the provisions of the Act.**

Among resolutions dealing with conditions of wor one calling for safety inspections made by the pro to be on a daily assignment basis with no prior k edge being given to the place of inspection. An called for more consideration for workers in heat, noise levels and smoke or fumes.

Unanimous approval was given to a resolution c for a minimum wage of $2.25 an hour for all mal female persons employed on a full- or part-time Also passed was a proposal for four weeks vacation pay or an eight per cent vacation pay allowance.

The Federation recorded its opposition to the m in which the Official Languages Act is being ap During resolutions study, the Fédération members to press the federal Government to amend the p Act to protect those employees who have exte service prior to the Act's implementation.

Other resolutions passed included a request to the vincial Government to operate a provincial no-fa surance plan similar to that in Manitoba and Saska wan, and various pollution resolutions calling for on disposable bottles, regulations making it manc for all New Brunswick companies to implement tion abatement programs, cancellation of leas Crown waters, and the establishment of a wildlife day.

In the elections, Paul LePage was re-elected as Pres for his fifth consecutive term, along with the executive. Only one possible contest arose for a president's post; that was settled without a vote ruling by Mr. LePage that was upheld by the gates.

Manitoba

The Manitoba Federation of Labour held its 17th a convention from June 4 to 6 in Winnipeg. Som delegates, representing 50,000 organized worker tended. Labour Minister A. R. Paulley opened the vention with a discussion on a forthcoming labour for the province. He stated that this code cou considered by a standing committee of the House d the next recess. The Minister also ran through of amendments in the field of labour legislation mentioned the progress expected in the near f including an acceleration in the construction of housing, and shifts of taxes from lower-income gr

e main speaker at the conference was William Dodge Ottawa, Secretary-Treasurer of the Canadian Labour ngress, who praised the "lengthening catalogue of gressive measures" adopted in the Manitoba Legisure. He criticized the "purists, the professional proters and perennial demonstrators who see social and itical upheaval as an end in itself," and whose activi- could undermine this work. He pointed out that trade union movement was less interested in theory d more concerned with concrete results: "full employnt, social security, elimination of poverty and the ognition of the dignity of the human personality."

. Dodge suggested a causal relationship between the w growth of unionization in Manitoba and the 64-a-week discrepancy between the average level of ges in the province and the national average for a rker in manufacturing. He also commented on the ional economy, pointing to the "deliberate" program he federal Government to cure a largely "imaginary" ation crisis with massive unemployment.

aling with a number of resolutions, the delegates ckly approved 13 principles of industrial safety legis- on. These principles included "the right to have ardous substances labelled and monitored; to obser- monitoring equipment and have access to the records reof; to request a special inspection, to be able to orm the inspector of any alleged violation, to be itled to written explanation of failure by the inspector issue a citation of violation and the right of appeal ere no citation has been issued," and "the right to se to enter unsafe areas or operate unsafe equipment al to see that no one enter or operate until the extent he hazards have been determined by an inspector."

e conference approved a resolution asking the province nclude drugs, medical aids, dental and optical costs nedicare as soon as possible. In another resolution, MFL executive was charged with urging the Governnt "to give full and serious consideration" to measures t would pay a family as much in case of a fatal job ident to the breadwinner as in cases resulting in total ability through an industrial mishap. The convention o adopted a constitutional amendment to raise an ditional 2 cents per affiliate each month to finance epped-up public relations program throughout the vince on the theme of the right to collective bargain- and unionization.

er speakers included Joseph James, called "Mania's grand old man of labour," and Don Kossick, the ordinator for urban-rural alliances in the National F mers Union. Mr. James spoke on the strike situation In Flin Flon (for which a tentative agreement was finally reached two weeks later). He backed the right of the 650 men from seven trade union locals to negotiate their own agreement, but pointed to the hardship their action had wreaked on the 1,750 steelworkers and operating engineers affected by the strike as well. Mr. Kossick predicted increasing co-operation in the future between farmers and the Canadian labour movement.

Some of the other 140 resolutions dealt with and approved were: a recommendation that the executive discuss the matter of separate licences for work and pleasure with the provincial Government; another that the convention appeal to the Government **"to change the wording in the Manitoba Equal Pay Act to allow women equal pay for "similar" instead of "identical" work; resolutions for improvement of union certification rules, modernization of the labour laws; protection of union members from employers' inquisitiveness about union membership;** appointment of a full-time chairman of the Manitoba Labour Boards and a recommendation that the Government make it compulsory to have union dues deducted by employers for all members of a union through laws forcing the inclusion of such a clause in agreements.

H. L. (Len) Stevens, Prairie Region Supervisor of the United Steelworkers of America (AFL-CIO/CLC), was returned as Federation President by acclamation. In his presidential address, Mr. Stevens attacked wage and price policy currently followed in this country. "Instead of debating 'inflation,' which no one seems to understand, the time has come to talk about high prices and take action to lower those high prices. Instead of arguing about the degree of unemployment, the time has come to start creating jobs for people who want work." Also elected were Bernard Christophe as Secretary-Treasurer, Joseph H. Wilford as First Vice-President and John E. Pullen and R. J. Henderson as two Winnipeg Vice-Presidents. Other regional Vice-Presidents are H. R. Cockerill for Flin Flon and Lynn Lake, Ted Leronowich for Brandon, Albert Pohl for Pine Falls, Eugene Laye for Selkirk and Dale Tilling for Thompson.

Wheelchair workers

Every year in Britain many thousands of persons suffer serious injuries in accidents on the roads, at work and in the home, in addition to those who have been disabled at birth, or through illness or war. Many of them constitute an employment problem, and to answer at least part of this problem a national organization exists—Remploy Limited. Remploy was set up in 1945 as a result of an Act of the British Parliament, the Disabled Persons (Employment) Act of 1944. Its main object is to provide productive employment for men and women who, though willing to work, are too severely disabled to compete in the open labour market.

There are now 86 Remploy factories throughout England, Scotland and Wales, giving work to more than 7,500 severely disabled persons with a wide range of handicaps, both physical and mental. These include the more obvious disabilities—amputations and paralysis—as well as those less apparent; heart and chest diseases, epilepsy, mental subnormality, and mental illnesses such as anxiety neurosis and schizophrenia.

The factories are managed by practical, experienced staff and are run on normal industrial lines. Working hours and regulations are similar to those in industry generally. Few concessions are made to the employees' disabilities. These are: work broken down into operations, toleration of a lower working spee average output of the disabled in Remploy is b 30 and 40 per cent of that of fit workers); and re tion of the need for adaptation of machinery or m

Remploy is coping with an increasing number of ally handicapped persons, which calls for a di approach than that used with the physically di They have been found from experience successfully, with certain qualifications, into the the factory—even if, at times, their association a to be somewhat remote. They must have a fair of concentration, the jobs they are asked to do be simple and straightforward with a few de called for, and the flow of work should be contin

Recruitment of disabled workers for Remploy fa is carried out solely through the employment exc of the Department of Employment. Each exchang tains a register of disabled persons and has a disab resettlement officer to look after their special nee

ie register is divided into two sections. Section I con-ins those who, despite their disabilities, can hold down job in normal industry or commerce. Section II in-ides those who are so severely disabled that they are ely to require special or sheltered conditions of em-oyment either for a long time or for the rest of their rking lives. In spite of the terminal nature of this nployment, about 200 disabled workers leave Remploy ery year to take up jobs in open industry.

iere are others who, without leaving the company, ivertheless achieve a degree of rehabilitation. A good ample of this is provided by an employee at one of e London factories. He is a polio victim in his teens, o had his first association with Remploy as a home-lund worker. Improvement in his condition enabled n to make the journey to the factory with the help a motorized tricycle provided free by the Department Health and Social Security. Although his hands and s were affected and he was confined to a wheelchair demonstrated his ability and his versatility in a number of jobs. He became a lead hand and was also elected shop steward of the trade union at the factory. **Nearly all Remploy workers are full members of the appropriate trade unions with which the management negotiates wage rates and other general conditions of employment.** Recently he was promoted to the position of charge-hand, a staff appointment with responsibility for a section with 35 disabled employees, and with no concessions to his own disability and the fact that he is still bound to a wheelchair. He has progressed from confinement in his own home to independence and has not only overcome his own handicap but is now in a position to help other disabled to overcome theirs.

The location of the company's factories is determined by the employment needs of the disabled rather than by normal economic considerations, and the type of work is selected for its suitability for disabled workers rather than for its profitability. The factories are divided into five trade groups: furniture, engineering, packaging and bookbinding (including printing), leather and textile products (including orthopaedic appliances) and knitwear.

Sales are currently running at more than $24 million annually. The company's products are not sold on sentiment but on quality and at prices that are based on normal manufacturing costs. Since Remploy's costs, by the very nature of the organization, are abnormal, a loss is inevitably incurred. This is made good by a Government subsidy that, in the last financial year, amounted to some $11.5 million. This figure is balanced, however, by what the Government would spend in Social Security payments and the loss of national insurance contributions and income tax that would be incurred if these disabled persons were not employed.

Over the years, Remploy has been steadily increasing the amount of work carried out for other firms through contract arrangements. This collaboration, on a purely commercial basis, includes some of the foremost companies in the motor car and electrical industries. It has widened the scope of the company's activities and has made more jobs available for disabled persons (LG 1947, p. 7).

Inflation and unemployment: two views

An internationally known economist, who was economic advisor for the Churchill government during World War II, says that Canada cannot have price stability and full employment without an incomes policy. Testifying at the Senate Finance Committee on economic policy in May, Sir Roy Harrod, the biographer of John Maynard Keynes, whose economic insights were credited with having rescued the world from the Great Depression of the 1930s, suggested that the incomes policy would have to be permanent. "Of course, if experience showed that the tempo of demand for higher incomes had moderated, and that we were only going through a temporary phase in the last few years, then one might say that the thing can work itself out. But I think it's unlikely."

According to Sir Roy, inflation and unemployment are strange bedfellows, and the idea that they could exist simultaneously was unheard of until recently. "I don't agree with those who hold that by raising unemployment you can check inflation," he said. "On the contrary, I think that, **on some occasions and in some circumstances, measures raising unemployment may actually make inflation worse."** The specific occasion would arise when an economy began operating at a level beneath its potential; the specific circumstance would arise when the unit prices in an industry began declining as the volume of production increased.

"Now, in Britain and the United States—and probably in Canada, although I am not familiar with the details of your economy—these circumstances exist. When the total demand is above the supply potential of an economy, it is likely that prices will rise, owing to the principle of scarcity." Sir Roy explained. "If, however, you're imposing restrictive policies on an economy that is underemployed, you may do harm by raising unit in those industries that have increasing returns to industries in which mass production and speciali allow unit costs of production to decline as the v of production rises."

In advanced countries, he continued, a large prop of industries are subject to economies of scale. R tive monetary and fiscal policies reduce the dema goods and services, and a reduction of demand wil unit costs of production, thereby tending to in prices. Secondly, restrictive monetary policies rai terest rates, and this also tends to raise the mone of production. And thirdly, these restrictive polici based on the belief that prices will be depress abating wage increases; but there has been no evi of this happening in Britain since 1921, and th no evidence of it happening in the United State any case, **it is immoral to embark on policies that erately increase unemployment. Inflation is a ve thing, but it cannot be controlled with such inhu policies."**

Some people are under the impression that the A can economy was overexpanded in the early 196(we are now feeling the consequences in price inf he said. "But the quantities involved in the wage spiral are quite out of line with anything that have been caused by mistakes in U.S. monetar fiscal policy over the past several years."

The present state of inflation, he believes, does no a basic economic reason at all. "I think it's bas sociological reasons," he said. **"The trouble is c by new activism on the part of unions, and greate missiveness on the part of the employer. People come to expect more each year, and they are very in getting what they want."**

any people think that restrictive economic policies to al with rising prices come from Keynesian theory, it this is not the case, Sir Roy said. "Keynes said very tle about prices increasing, because, when he was riting in the 1930s, the problem then was that prices ere too low. Even in the 1920s, and certainly after 29, the big problem was how to get prices up. Post-eynesians simply inferred from Keynes's writing that, you expanded money and lowered taxes to boost mand, then you must do the opposite to reduce prices; it Keynes really never thought of that problem at all. fact, only in one case did he even talk about cost-push flation, and he said that, if there is a spontaneous ge to demand higher wages, monetary and fiscal poli-s are perfectly powerless to control it."

ice controls, Sir Roy said, were not the solution. "I n't want to say that in a critical situation it might t be desirable to have a price freeze for a limited ne. But as a permanent policy, I don't think you ould seek to interfere with prices. The two things that would go for would be wage settlements and such rtax on dividends as to ensure that dividends did not crease more rapidly than wage payments."

made it clear, however, that he was not suggesting mply wage controls and firm-by-firm dividend controls. wouldn't have a limitation on dividends firm-by-firm, cause that would be quite destructive to private enter-se. But one would have an across-the-board surtax dividend distribution to make sure that the overall tribution wasn't going up at a more rapid rate than ner forms of income."

Roy does not believe that mandatory incomes poli-s must be accompanied by tight monetary and fiscal licies. "Incomes policies should go along with expan-e general economic policies—not too expansive, of urse, but certainly what we would call a full-employ-nt policy. Mandatory controls would make it less ressary to have restrictive policies."

those critics who think that an incomes policy won't rk because it isn't wartime, and because Canada's nomy is vulnerable to trends in the United States, Sir Roy said: "I can't say whether it would work or not, but one wants to try it out to see. Certainly conventional policies are not working, anyway."

CLC's Russell Bell

Mandatory selective income controls prosed in some quarters would be "preposterously discriminatory", Russell Bell, Research Director of the Canadian Labour Congress, told the Senate Committee on Finance in June. Mr. Bell said that Canada should abandon "stop-and-go policies that invariably are implemented in this country," and adopt expansionary policies geared to the longer-term potential growth rate of the economy. "It is my view that we should rid ourselves of this obsession with fighting external inflationary forces that are clearly beyond the control of our domestic policies," he continued.

Those dependent on social security in the form of pensions, unemployment insurance benefits, family allowances and welfare benefits should be protected by cost-of-living adjustments, and a guaranteed annual income provided for those not otherwise protected by any form of reasonable income security. These adjustments could be financed from higher tax revenues that automatically flow to governments when the economy is operating at, or close to, its potential.

"Now that it has been generally conceded that a voluntary restraint program cannot work," Bell stated, "the present stage in this game of madness on the part of some is to advocate mandatory controls of a selective nature. This is the ultimate inequity. There is not even a shred of pretence toward fairness in this proposition. Certain economic elements would be singled out and required by law to make sacrifices on behalf of the rest of the country. This is so preposterously discriminatory as to boggle the mind. Our society has enough stresses and strains without the need for inventing new ones." Such policies would also have serious economic repercussions and might lead to a "wage and price explosion."

Bell suggested several measures to supplement general fiscal and monetary policies in promoting economic stability. "Better policies are needed for dealing with bottlenecks in product and service markets," he said. "Likewise, there is a need for more effective manpower and labour market policies to improve labour mobility, to improve facilities for training, retraining and upgrad-

ing of members of the labour force in line with changing technological conditions, as well as an improved capacity on the part of manpower authorities to anticipate bottlenecks in labour markets."

Bell admitted that the task of reconciling the goals of full employment and reasonable price stability was difficult. **"The great tragedy is that Canadian authorities have attempted to deal with inflationary pressures as if Canada were an isolated country, a closed economy, immune from the external inflationary forces that are so widespread,"** he explained. "The result, as everyone well knows, is that our anti-inflationary policies have had relatively little influence in checking inflation, but have had tremendous economic and social costs."

Bell concentrated on the role of incomes policies in the economy; and, while he appeared as an individual on the invitation of the Committee, he outlined generally the position taken by the Canadian Labour Congress, particularly with regard to the Prices and Incomes Commission. He charged the Commission with fai carry out its mandate to study and ascertain the of inflation. Rather, he said, the Commission turned itself into an operational body. Incomes p he stated, have proved unworkable in other co and have been rejected, except under the most e dinary conditions, by the Economic Council of C

"One of the worst features of an incomes polic fact that it is extremely inequitable," he declar our discussions with the Commission, we never r any convincing evidence that non-wage forms come—namely, salaries, profits, rents, interest, sional fees, unincorporated business income, spec in real estate prices, and so on—could or would ively comply with any voluntary restraint polic is hardly surprising, because it is simply impossi anyone to give any such guarantee." As a resu trade union leader could ever give any assuranc constituents that voluntary sacrifices made by would be at all equitably shared by other fo income."

Unemployment insurance report

During April 209,000 initial and renewal claims for benefit were filed in UIC offices across the country, a decrease of 13,000 or 6 per cent from the previous month's total of 222,000. Claim loads were lighter in all provinces with the exception of Newfoundland, Nova Scotia and Alberta, which reported increases of 1,118 or 20 per cent, 819 or 12 per cent, and 1,604 or 12 per cent.

Compared with a year ago, the total claims figure remained unchanged at 209,000. But the April 1970 total showed an increase of 6,000 claims—3 per cent than the March 1970 figure. At that time, all provinces reported more claims—except for Ontario, which recorded a substantial drop of 17 per cent or 14,000 claims.

On April 30 a total of 819,000 claimants for unemployment insurance benefit were registered at local offices, a decrease of 38,000 or 4 per cent from the March 1971 month-end figure. Compared with the corresponding month a year ago, the current figure is 19 per cen than the 691,000 claimants reported for April 19

The average weekly estimate of beneficiaries i was 692,000 compared with 640,000 for the p month and 513,000 for April 1970. To correspo the above data, benefit payments and average benefits were as follows: $100 million or $36.1 million or $35.74, and $81 million or $35.08.

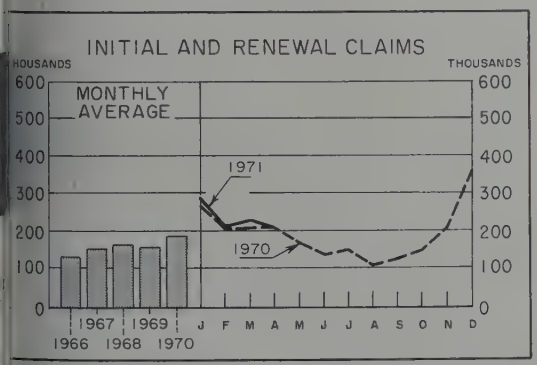
The supplementary unemployment insurance be 10 per cent effective January 3, 1971 is not i in the benefit payment figures.

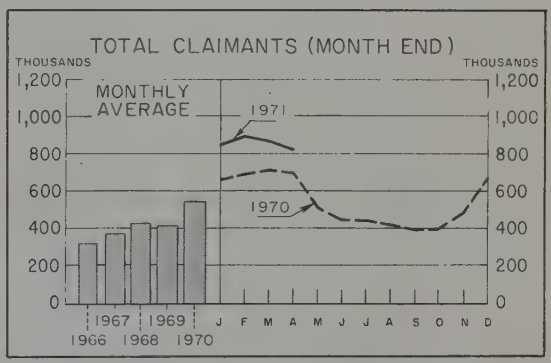
New cases of recorded unemployment totalled in March. This was 6 per cent more than the recorded in March 1970. In March 1969, the 59,000 new cases recorded.

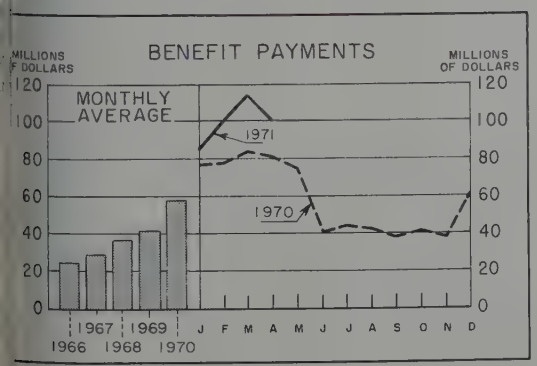
Summary Table

Activity	April 1971	March 1971	April 1970	Cumulative Data: January to April 1971	Cumulative Data: 12 months ending April 1971
			(in thousands)		
Insured population at end of month	—	5,853	5,719		
Initial and renewal claims filed:					
Total	209	222	209	925†	2,307
Initial	166	173	158	729	1,738
Renewal	43	49	51	195	569
Claimants currently reporting to local offices	819	857	691	852*	595*
Beneficiaries (weekly average)	692	640	513	654*	424*
Weeks compensated	2,767	3,198	2,309	11,096	21,834
Benefit paid	100,005**	114,302**	81,008	400,947**	777,009**
Average weekly benefit	$36.14**	$35.74**	$35.08	$36.13**	$35.59**

*Monthly average.
†Discrepancy between totals and subtotals due to rounding.
**Supplementary Unemployment Insurance Benefits not included.







Price indexes

Consumer, May

The consumer price index (1961 = 100) advanced 0.4 per cent to 132.7 in May from 132.2 in April, and was 2.4 per cent above its level of a year ago. All major components registered increases in the latest month. The food index rose 0.8 per cent reflecting higher prices for most food items. Both the transportation and the health and personal care components advanced 0.4 per cent. In the clothing index, a 0.3 per cent rise was mainly because of higher prices for men's wear and piece goods. An increase in the price of beer was responsible for a rise of 0.5 per cent in the tobacco and alcohol component. The recreation and reading index rose 0.2 per cent and the housing index, 0.1 per cent.

The food index advanced 0.8 per cent to 130.1 from 129.1, but was 0.9 per cent below that of May 1970. In the latest month, the price level of food consumed at home advanced 0.9 per cent, and restaurant meal prices moved up 0.3 per cent. Within the food at home component, all major groups registered increases, the largest being for fresh fruit 15.8 per cent, and fresh vegetables 8.2 per cent—both greater than normal seasonal increases.

Among fresh produce items, carrot prices advanced 53 per cent, potatoes 12 per cent, grapefruit 12 per cent, and apples 5 per cent. The meat, fish and poultry index advanced 0.6 per cent, with beef prices increasing 1.4 per cent. All pork items were lower in price, contributing to a 0.9 per cent decline in the pork index which was almost 18 per cent below its level of May 1970. Chicken prices rose 2.2 per cent but turkey declined 1.9 per cent. Egg prices advanced 9.3 per cent to a level almost 3 per cent below that of a year ago. Among staple foods, flour, bread and butter and sugar prices each rose by about 0.5 per cent. Fresh milk prices were unchanged and powdered and evaporated milk prices advanced. Increases were also recorded for cheese and ice cream.

The housing index advanced 0.1 per cent to 136. 136.0 reflecting increases of 0.1 per cent for bo shelter and household operation components. shelter, homeownership rose 0.2 per cent, and re per cent. Among household operation items, fu prices rose 0.6 per cent. Household supplies ad 0.8 per cent because of increases for most items ing scouring powder 1.7 per cent, detergents cent, and food wrap 1.0 per cent. Price indexes fo coverings and household textiles declined 0.2 p and 0.3 per cent respectively, the decrease in being mainly because of price declines for tow per cent, and cotton sheets 0.7 per cent. The and equipment index declined 0.4 per cent, pa a result of reduced prices for dishes and light Between May 1970 and May 1971, the housing advanced 4.4 per cent.

The clothing index advanced 0.3 per cent to 128. 127.9 and was 1.2 per cent higher than in May The May increase was mainly because of an i of 1.4 per cent in the men's wear componen women's wear index was unchanged with higher registered for sweaters and street dresses, and prices for spring coats, hosiery and lingerie. Th wear index increased 0.2 per cent and that fo goods advanced 1.0 per cent. Children's wear declined 0.4 per cent.

The transportation index advanced 0.4 per cent t from 129.4, and was 4.1 per cent higher than ago. There was an increase of 0.7 per cent in auto operation prices, and a decrease of 0.6 per cent i fares. Among automobile operation items, ins rates rose 3.6 per cent, motor oil prices 1.3 p and gasoline 0.1 per cent. New car prices declin per cent. A decrease was recorded in the train fare

The health and personal care index increased 0.4 per cent to 142.0 from 141.4 Within the personal care component, price increases were recorded for most items surveyed. Toiletry prices advanced 1.0 per cent and charges for men's haircuts and women's hairdressing rose in several cities. In the health care component, the pharmaceuticals index decreased 1.1 per cent mainly as a result of lower prescription charges.

The recreation and reading index rose 0.2 per cent to 135.6 from 135.3 and was 4.2 per cent above the May 1970 level. Toy prices increased 3.2 per cent and increased motion picture admission charges were recorded in Quebec City, Halifax and Toronto, and higher newspaper subscription rates in St. Catharines. The price of camera film (including processing) decreased 2.7 per cent.

The tobacco and alcohol index advanced 0.5 per cent to 128.3 from 127.6 mainly because higher beer prices advanced the alcoholic beverages component by nearly 1 per cent. The tobacco component also rose as a change in package weight for cigarette and tobacco resulted in a price rise of 2.7 per cent. Cigarette prices advanced 0.1 per cent. The tobacco and alcohol index was 1.4 per cent higher than a year ago.

City consumer, May

The consumer price index (1961 = 100) advanced in all seven regional cities and city-combinations and increases ranged from 0.2 per cent in Edmonton-Calgary and Vancouver to 0.7 per cent in Toronto. Food indexes increased in all cities with higher prices for fresh produce items and restaurant meals in most cities. The component for housing and clothing advanced in 8 cities. The tobacco and alcohol index also moved up in 8 cities as a change in package weight for cigarette tobacco resulted in an effective price rise in most cities. Higher beer prices were recorded in Ottawa and Toronto. The transportation, health and personal care, and recreation and reading components, registered mixed movements.

Regional consumer price index point changes between April and May were: Toronto +0.9 to 129.2; Halifax -0.8 to 126.6; Ottawa +0.8 to 130.5; St. John's +0.5 to 123.6; Montreal +0.5 to 126.4; Winnipeg +0.5 to 128.0; Saskatoon-Regina +0.5 to 122.9; Saint John 0.4 to 125.1; Edmonton-Calgary +0.3 to 127.6; Vancouver +0.3 to 126.4.

Wholesale

The general wholesale index (1935-39 = 100) declined 0.3 per cent in May to 287.5 from the April index of 288.4. It was also 0.3 per cent lower than the May 1970 index of 288.4. Five of the eight major group indexes were lower and three advanced.

The vegetable products group index moved down 1.0 per cent to 237.8 from 240.2 reflecting price decreases for grains, fresh fruits, tea, coffee and cocoa and unmanufactured tobacco. A decline of 0.7 per cent to 261.6 from 263.5 in the non-ferrous metal products group index was mainly due to lower prices for export sales or refined copper. The animal products group index moved down 0.3 per cent to 318.6 from 319.7 chiefly on lower prices for fishery products, and fresh and cured meats. Decreases of 0.2 per cent or less occurred in two major group indexes—chemical products 238.4 from 238.9, and wood products to 386.7 from 386.9.

Slight increases were registered for three major group indexes—textile products to 260.0 from 259.5, iron products to 314.8 from 314.1, and non-metallic minerals to 225.5 from 225.3.

U.S. consumer, May

The United States consumer price index (1967 = 100) advanced 0.6 per cent after adjustment for normal seasonal factors. Before seasonal adjustments, the increase was 0.5 per cent. The index rose to 120.8 from 120.2 and was 4.4 per cent higher than a year ago. Higher prices for apparel, used cars, homes and postage, accounted for half the increase in the May 1971 index.

Foods prices, seasonally adjusted, rose 0.2 per cent, much less than in the preceding four months. There were increases in the prices of fruits and vegetables, beef and dairy products. Prices of chicken and eggs declined less than usual. The increase in first-class postage from 6 to 8 cents accounted for one-fourth of the rise in the services component which was 0.6 per cent.

Men on relief

Work-for-relief, the concept that requires a welfare recipient to work off his relief payments in a job chosen for him by his civic administration, has been condemned by the Canadian Council on Social Development in a report titled "Men on Relief."

Describing the concept as totally unacceptable, socially and economically, Reuben C. Baetz, Executive Director of the Council, pointed out that it subjects the individual to humiliation, and raises unnecessary financial and administrative problems for a municipality. "It is disheartening that so many Canadians, without thinking, trot out this cruel and shoddy concept, in a panic, whenever this country suffers an unemployment crisis," he continued. The Government would be better occupied, in the Council's opinion, in trying to increase the number of genuine work opportunities.

Work-for-relief ignores the skills the worker may already have; the "working off" requirement takes precedence, says Mr. Baetz. Furthermore, the earnings in any period are limited to the amount of relief paid for that same period. Those who are actually employable face these injustices. But many are placed in the employable category who should not be there. In its study of 440 "employable" men in Edmonton, Winnipeg and Ottawa, a Council team discovered that there are men, defined as "employable" by public welfare departments, who are "economically and socially vulnerable; they lack education, skills, savings, and frequently even unemployment insurance; they are, by and large, forgotten by the various systems—political, economic, man and welfare. Clearly, the outlook for these men going to be improved by any make-work assignm the report concludes. Because of their definition ployability, welfare departments often supply in estimates of the numbers of employable men wh been long-term recipients of welfare. The Council done at a time of relatively high employment, that it was difficult to find enough men to fit th ployable category. "One welfare administrator gu there were easily over 100 in his files; one of his su sors guessed 12, and she was very close to being co said Baetz.

He next elaborated on three of the financial com tions affecting work-for-relief programs. First, Canada Assistance Plan regulations, provinces an nicipalities are not permitted to use for relief pu those welfare funds received under the CAP cost-sh agreement with the federal Government. Secon funds for these projects are often taken from welfare funds, instead of from public works bu established to provide money for projects that real value to the community. Third, these pr usually are exceedingly expensive because of th ministrative costs of organizing them, enforcing dards, and supplying proper safety measures, tra tation and working clothes.

The Council study urged that applications for social assistance be reduced to the absolute minimum by broadening coverage and eligibility for unemployment insurance. Individuals finding themselves in the same circumstances as the Council's sample group should be helped to achieve self-respect, face reality, and to obtain training and placement as soon as they make contact with an agency. Attitudes of staff in these offices, and the physical environment in which they work should be re-examined to ensure that they are not detrimental to the objectives of the program. The person seeking help should have free access to his file and all the information collected on him. Finally, special units composed of staff who are freed from administrative tasks and able to work with hard-to-place unemployed people should be established within departments of public welfare.

The Council report was not optimistic in its final appraisal of the situation: "... even with optimal resources of time, staff and money, such a service is unlikely to achieve any lasting benefits in the absence of nationwide policies of high employment and, if need be, the creation of job opportunities that go beyond the traditional labour market."

General topics

Employment review

Total employment in Canada in May was 8,084,000 (not seasonally adjusted), compared with 7,737,000 in April. The number of unemployed persons declined by 116,000 to 543,000. The total labour force was 8,627,000, an increase of 231,000 since April. Compared with a year earlier, the labour force advanced 162,000, or 1.9 per cent, and employment by 132,000, or 1.7 per cent. The number of unemployed persons increased by 30,000 over the year. Seasonally adjusted, employment in May was 8,025,000 compared with 7,932,000 in April. The unemployment rate was 6.3 per cent.

Employment

Total employment in Canada was 8,084,000 in May, 347,000 more than in April. The advance followed a below-average increase between March and April. Among various industries, employment was above average in community, business and personal services, 52,000, construction, 67,000, public administration, 31,000, and manufacturing, 57,000. It was below average in agriculture, 40,000, and transportation, communication and other utilities, 12,000. Employment in trade, finance, insurance and real estate showed little change. All levels of government shared in the increase in public administration. There were above-average increases in all main age-sex groups, the largest being among persons 14 to 24 years of age. Employment gains for men, aged 25 and over were above average and the small increase for women aged 25 and over was about normal.

Seasonally adjusted employment

The seasonally adjusted level of employment, after declining in April, increased in May. There was an overall gain of 1.2 per cent in Canada, compared with gains of 1.3 per cent in the Atlantic region, 1.1 per cent in Quebec, 1.0 per cent in Ontario, and 2.0 per cent in the Prairies. There was little change in British Columbia.

Unemployment

Between April and May, the number of unemployed persons declined by 116,000 to 543,000, and was 30,000 higher than a year ago. Most of the reduction was among persons 25 years of age and over, 105,000. There was

a reduction of 21,000 among women in this age group. The 85,000 decline among men 25 years of age and over was larger than average. Because of the increase in unemployment of persons 14-24 years, total unemployment was 30,000 higher than a year ago.

Seasonally adjusted unemployment rate

After advancing sharply to 6.7 per cent in April, the seasonally adjusted unemployment rate declined to 6.3 per cent in May and was lower in all main age-sex groups. A marked decrease was recorded in unemployment among women 25 years of age and over. There were substantial declines in the seasonally adjusted rates in British Columbia and Quebec. Changes in Ontario, the Atlantic Region and the Prairies were small. The seasonally adjusted unemployment rate was 6.3 per cent in May.

Unemployment insurance fund

During May 1971, 15,114 investigations were concluded across Canada. Of these, 10,069 were on-premises investigations, and 1,535 were selective investigations to verify the fulfilment of statutory conditions. The remaining 757 formal investigations and 2,753 post-audit investigations dealt with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,583. Prosecutions were commenced in 154 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in May totalled $50,006,422.07 compared with $48,399,870.22 in April and $39,630,645.53 in May 1970. **Benefits paid in May totalled $77,541,495.01 compared with $100,008,016.92 in April and $74,396,461.29 in May 1970.** The balance in the Fund on May 31 was $244,493,115.32 compared with $272,028,188.26 at the end of April and $394,098,625.18 at the end of May 1970.

September credits

"The Final Plateau", p. 604, was submitted by the S on Older Workers, Manpower Utilization Branch partment of Manpower and Immigration.

Unemployment insurance report, p. 620, originate the Unemployment Insurance and Manpower S of the Dominion Bureau of Statistics. A clair unemployment register is placed in the active the local office as soon as the claim is made. As a the count of claimants at any given time inev includes some whose claims are in process. "Claim should not be interpreted either as "total numb beneficiaries" or "total registered clients."

Certification before the CLRB, p. 630, is prepar the Employee Representation Branch of the Depar of Labour, and covers proceedings under the Indu Relations and Disputes Investigation Act involvin functions of the Canada Labour Relations Boar which the Employee Representation Branch of th partment is the administrative agency.

Conciliation before the Minister of Labour, p. 627, nates with the Conciliation and Arbitration Bran the Department of Labour, and covers proceedin der the Industrial Relations and Disputes Investig Act involving the administrative services of the Mi of Labour and the Conciliation and Arbitration B of the Department.

Photos. NFB: Cover, p. 594, 595, 596, 597, 598 611. Murray McGowan: p. 583, 587. Murray Mc p. 585. Photo Features Ltd.: 586. CN Photo: p The Public Archives of Canada: p. 600.

Conciliation

uring June the Minister of Labour appointed conciliaon officers to deal with the following disputes:

nadian Broadcasting Corporation and National Asciation of Broadcast Employees and Technicians onciliation Officer: G. R. Doucet and Industry Spelist: C. E. Poirier).

rthern Industrial Carriers Limited, Edmonton, Alta., d General Teamsters, Local 362, and General Truck ivers and Helpers, Local 31 (Conciliation Officer: D. Cameron).

rdair Limited, Montréal International Airport, and nadian Air Line Pilots' Association (Conciliation ficer: G. R. Doucet).

nith Transport Ltd., Burnaby, B.C., and General ivers and Helpers Local 31 (Conciliation Officer: A. Franklin).

Motor Transport Industrial Relations Bureau of Ontario (Inc.), Rexdale, Ont. (representing various trucking companies) and Teamster Locals 91, 141, 879, 880 and 938 (representing drivers and maintenance employees) (Conciliation Officer: T. B. McRae).

Marine Industries Limited, Montréal, Qué., and Canadian Marine Officers' Union (Conciliation Officer: G. R. Doucet).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. W. Rogers).

Canadian Broadcasting Corporation, and Service Employees International Union, Local 183, Ottawa and 204, Toronto (Conciliation Officer: K. Hulse).

Settlements by conciliation officers

Radio Nord Inc., and Radio La Sarre Inc., Rouyn, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. G. Dorion) (LG, Aug., p. 545).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (representing Heating Plant Stationary Engineers) (Conciliation Officer: H. A. Fisher) (LG, Aug., p. 546).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and Canadian Union of Public Employees, Local 938 (representing nuclear reactor operators) (Conciliation Officer: A. E. Koppel) (LG, Aug., p. 546).

New Brunswick Broadcasting Co. Ltd. (CHSJ-TV and CHSJ-Radio), Saint John, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin) (LG, July, p. 474).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Merchant Service Guild (Conciliation Officer: G. R. Doucet and Industry Specialist: T. B. McRae) (LG, July, p. 474).

Upper Lakes Shipping Limited (Grain Elevator Division) Goderich, Ontario, and Federal Union 23736, CLC (Conciliation Officer: K. Hulse) (LG, July, p. 474).

The Goderich Elevator & Transit Company Limited, Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: K. Hulse) (LG, July, p. 474).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers, Lodge 2343 (Conciliation Officer: G. R. Doucet) (LG, July, p. 474).

Bushnell Communications Limited (Ottawa-Cornwall Broadcasting Limited) and the Ottawa Newspaper Guild, Local 205 of the American Newspaper Guild (AFL-CIO/CLC) (Conciliation Officer: H. A. Fisher) (LG, June, p. 394).

Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officers: D. H. Cameron and G. W. Rogers) (LG, June, p. 394).

TransAir Limited, Winnipeg International Airport, and Lodge 2223, International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel) (LG, June, p. 394).

CKJL Radio-Laurentides Inc., St. Jérôme, Qué., and le Syndicat des Journalistes de Montréal Inc. (Conciliation Officer: S. T. Payne) (reassigned to R. G. Dorion) (LG, May, p. 326).

Bulk Carriers Limited, Cooksville, Ont., and General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: K. Hulse) (LG, May, p. 326).

Maple Leaf Mills Limited, Medicine Hat, Alta., and Local P511, Canadian Food and Allied Workers, chartered by the Amalgamated Meat Cutters and Butcher Workmen of North America (Conciliation Officer: A. A. Franklin) (LG, May, p. 327).

Blue Peter Steamships Limited, St. John's Nfld., and Canadian Merchant Service Guild (Conciliation Officer: W. J. Gillies) (LG, April, p. 267).

Canadian Marconi Company (Broadcasting Di
CFCF-TV and CFCF-Radio) Montréal, Qué., ar
tional Association of Broadcast Employees and T
cians (Conciliation Officer: G. R. Doucet) (LG,
p. 267).

Conciliation boards appointed

Trailways of Canada Limited, Willowdale, Ont
Canadian Brotherhood of Railway, Transport and
eral Workers (LG, Aug., p. 546).

CFRA Limited, Ottawa, Ont., and Association of
dian Television and Radio Artists (ACTRA) (LG
p. 474).

Conciliation Boards fully constituted

The Board of Conciliation and Investigation estab
in May to deal with a dispute between Atomic E
of Canada Limited (Whiteshell Nuclear Researc
tablishment) Pinawa, Man., and United Associa
Journeymen and Apprentices of the Plumbing an
Fitting Industry of the United States and Canada.
Union No. 254 (LG, Aug., p. 546) was fully const
with the appointment of A. F. Kristjansson of Win
as chairman. Mr. Kristjansson was appointed b
Minister on the joint recommendation of the oth
members of the Board, company nominee H. G.
and union nominee Michael Capri, both of Winn

The Board of Conciliation and Investigation estab
in April to deal with a dispute between Nationa
bours Board, Port of Québec, and Brotherhood o
way, Airline and Steamship Clerks, Freight Ha
Express and Station Employees (representing g
operations, maintenance and cold storage ware
employees) (LG, July, p. 475) was fully constitute
the appointment of Jean-Paul Deschênes of Q
City, as Chairman. Mr. Deschênes was appoint
the Minister on the joint recommendation of the
two members of the Board, company nominee M
Dionne, Québec City, and union nominee J. Ch
Montreal.

The Board of Conciliation and Investigation estab
in April to deal with a dispute between Brunterm
ed, Saint John, N.B., and International Longshore
Association, Local 273 (LG, July, p. 475), was
constituted with the appointment of Judge N
Green, Q.C. of Halifax, as chairman. Judge Gree
appointed by the Minister in the absence of a
recommendation from the other two members
Board, company nominee M. B. Mulroney, Mo
and union nominee Fred Hodges, Saint John, N.B

he Board of Conciliation and Investigation established
n April to deal with a dispute between Nation-Wide
nterior Maintenance Co. Ltd., Montréal, Qué., and
uilding Service Employees' Union, Local 298-QFL
.G, July, p. 475) was fully constituted with the ap-
ointment of Stanley Hartt of Montréal, as chairman.
Ir. Hartt was appointed by the Minister on the joint
commendation of company nominee Raymond Caron,
.C., and union nominee Marc Boulard, both of
lontréal.

he Board of Conciliation and Investigation established
April to deal with a dispute between Eldorado Nucle-
Limited (Mining and Exploration Division) Eldorado,
sk., and United Steelworkers of America (LG, July,
475) was fully constituted with the appointment of
. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr.
allagher was appointed by the Minister in the absence
a joint recommendation from the other two members
the Board, company nominee H. E. Lake and union
minee Frank Kuzemski, both of Edmonton.

onciliation board reports received

hannel Seven Television Limited (CJAY-TV), Winni-
g, Man., and National Association of Broadcast Em-
oyees and Technicians (LG, July, p. 475). (Full text
pears in Supplement No. 5, 1971).

anadian National Hotels Limited (Hotel Nova Scotian)
alifax, N.S., and Hotel and Restaurant Employees and
artenders International Union, Local 662 (LG, June,
396). (Full text appears in Supplement No. 5, 1971).

nciliation boards not appointed

ir Canada, Montréal, Qué., and International Associa-
n of Machinists and Aerospace Workers, District
dge 148 (LG, Aug., p. 546).

ansports Desgagnés Inc., Charlevoix, Qué., and Sea-
rers' International Union of Canada (LG, May, p.
6).

ttlements by conciliation boards

M. Yorke & Son Limited (M.V. "Lorne Yorke")
ncouver, B.C., and Canadian Brotherhood of Rail-
y, Transport and General Workers, Local 400 (LG,
ne, p. 396).

Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, June, p. 396).

Nordair Limited, Montréal International Airport and International Association of Machinists and Aerospace Workers, Lodge No. 2309 (representing flight attendant personnel) (LG, June, p. 396).

Settlements reached after board procedure

Canadian National Hotels Limited (Hotel Newfoundland) St. John's, Nfld., and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (LG, Aug., p. 547).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Seafarers' International Union of Canada (LG, April, p. 268).

Dispute lapsed

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (LG, June, p. 396).

Strike action

M & P Transport Limited (Toronto Terminal) and General Truck Drivers Union, Local 298 (strike commenced June 2 and terminated June 23) (LG, Aug., p. 547).

Defence Construction (1951) Limited (employees at Nanaimo, B.C., and Courcelette, Qué.) and Public Service Alliance of Canada (strike commenced at Nanaimo on June 21 and at Courcelette on June 22).

Channel Seven Television Limited (CJAY-TV) Winnipeg, Man., and National Association of Broadcast Employees and Technicians (strike commenced on June 23) (see above).

Strike terminated

Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (strike terminated on June 22 with mediation assistance provided by W. P. Kelly and J. S. Gunn) (LG, April, p. 268).

Certification

The Canada Labour Relations Board met for two days during June. It granted nine applications for certification, rejected four, ordered one representation vote, and permitted withdrawal of two requests for review of earlier decisions. During the month the Board received 13 applications for certification.

Applications for certification granted

International Union of Operating Engineers, Local 115, on behalf of a unit of loaders and assistant head loaders employed by Straits Towing Limited, Vancouver, B.C. (LG, May, p. 329).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Laverlochère Local No. 648, on behalf of a unit of employees of Canadian International Paper Company (Noranda Woods Division) Montréal, Qué., and the Upper Ottawa Improvement Company, Ottawa, Ont. (LG, July, p. 476).

Canadian Union of Public Employees on behalf of a unit of employees of the Sudbury Airport Commission, Sudbury, Ont. (LG, July, p. 476).

International Association of Machinists and Aerospace Workers on behalf of a unit of skycaps and skycap captains employed by Consolidated Aviation Fueling and Services Ltd., Toronto International Airport, Malton, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CKLW Radio Broadcasting Limited, Windsor, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees Technicians on behalf of a unit of employees of Broadcasting Limited and St. Clair River Broadc Limited, carrying on business in partnership und firm name and style CKLW-TV, Windsor, Ont. Aug., p. 549).

Local 1318, International Brotherhood of Ele Workers, on behalf of a unit of employees of Limited, halifax, N.S. (LG, Aug., p. 549).

Canadian Air Line Flight Attendants' Associati behalf of a unit of stewardesses, and other emp who may perform similar functions, employed by dair Canada Ltd., Edmonton, alta. (LG, Aug., p.

General Teamsters, Local 362, International Br hood of Teamsters, Chauffeurs, Warehousemer Helpers of America, on behalf of a unit of emp of Byers Transport Limited, Edmonton, Alta. (LG p. 549).

Applications for certification rejected

L'Association des pilotes et agents juniors, app and Air Gaspé Inc., Havre de Gaspé, Que., respo (LG, May, p. 329). The application was rejected b it had been abandoned by the applicant.

Transport Drivers, Warehousemen and Helpers U Local 106, International Brotherhood of Tear Chauffeurs, Warehousemen and Helpers of An applicants, Métropolitain Provincial (1967) Montréal, Qué., respondent, and Syndicat des em Métropolitain Provincial (CSN), intervener (LG, p. 329). The application was rejected because not supported by a majority of the employees representation vote conducted by the Board.

International Longshoremen's and Warehouse Union, Local 500, applicant, and British Col Maritime Employers Association, Vancouver, B. spondent (LG, June, p. 399). The application was ed because the unit of employees proposed by the cant is not appropriate for collective bargaining sons for Judgment issued as Supplement No. 6, 19

International Union of Operating Engineers, Loca applicant, and H. M. Trimble & Sons Ltd., Ca Alta., respondent (LG, July, p. 476). The applicatio rejected because the unit of employees proposed applicant is not appropriate for collective bargain

epresentation vote ordered

nadian Air Line Employees' Association, applicant, cific Western Airlines Ltd., Vancouver International rport, Vancouver, B.C., respondent, John A. Cormack, ervener, and Miss Christine Carleton, intervener (LG, br., p. 267). The Board directed that the ballot should ow the names of Canadian Air Line Employees' Asso- tion and Pacific Western Airlines Transport Employ- s' Association, the currently certified bargaining agent eturning Officer: A. F. Tulloch).

equests for review under Section 61(2)

e Board permitted the withdrawal of two requests ceived from the National Association of Broadcast mployees and Technicians requesting review of rtificates issued to it naming the union as bargaining ent of units of employees of Bushnell TV Co. Limited JOH-TV), Ottawa, Ont. (now Ottawa-Cornwall oadcasting Limited). One certificate, dated August 9, 67, covered certain employees in the company's engi- ering and operating departments. The other certificate, ted November 20, 1968, covered a unit of stage hands G, Aug., p. 550).

pplications for certification received

ewery and Soft Drink Workers Union, Local 300, ternational Union of United Brewery, Flour, Cereal, ft Drink and Distillery Workers of America, on behalf a unit of warehousemen and truck drivers employed Hall Distributors Limited, Kelowna, B.C. (Investi- ting Officer: A. A. Franklin).

cal 518, International Longshoremen's and Ware- usemen's Union, Canadian Area, on behalf of a unit employees of Superintendence Company (Canada) d., Vancouver, B.C., employed in its General Testing boratories Division (Investigating Officer: D. H. Ca- ron).

tional Association of Broadcast Employees and chnicians on behalf of a unit of employees of Ot- wa-Cornwall Broadcasting Limited, Ottawa, Ont. (In- stigating Officer: G. A. Plante).

nadian Brotherhood of Railway, Transport and Gen- al Workers on behalf of a unit of highway or line vers employed by Reimer Express Lines Ltd., Winni- g, Man. (Investigating Officer: A. E. Koppel).

International Longshoremen's Association, Local 1932, on behalf of a unit of employees employed at the Port of Montreal by Agence Maritime Inc., Qué. (Investigating Officer: R. G. Dorion).

International Longshoremen's Association, Local 1932, on behalf of a unit of employees employed at the Port of Montreal by Terminus Maritime Inc., Québec, Qué. (Investigating Officer: R. G. Dorion).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Meyers Transport Ltd., Peterborough, Ont. (Investigating Officer: H. A. Fisher).

Oil, Chemical and Atomic Workers' International Union on behalf of a unit of employees of Montreal Stevedoring Corporation, Montreal, Que. (Investigating Officer: R. G. Dorion).

Oil, Chemical and Atomic Workers' International Union on behalf of a unit of employees of St. Lawrence Stevedoring Company Limited, Montreal, Qué. (Investigating Officer: R. G. Dorion).

The Territorial Transport (1968) Limited Drivers Association on behalf of a unit of employees of Territorial Transport (1968) Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Vanstor Transport Co. Ltd., Richmond Hill, Ont. (Investigating Officer: H. A. Fisher).

Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, on behalf of a unit of foot and bicycle messengers employed by Canadian National Railways—Telecommunications Department, Toronto, Ont. (Investigating Officer: K. Hulse).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Great West Towing & Salvage Ltd., Vancouver, B.C. engaged in the operation of self-loading log barges (Investigating Officer: A. A. Franklin).

Railway arbitration

Ten disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on May 11. Four grievances were allowed, and six dismissed.

Case No. 278: Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the use of a junior employee for overtime service in place of a senior man on an overtime list.

Because of a large volume of traffic, CN decided to operate an extra highway trip from Halifax to Port Hawkesbury, N.S., and used a motorman who was on duty to perform the service. The brotherhood, contending that a senior motorman on an overtime list should have been called for service, claimed that the company had violated an article of the collective agreement and asked that the senior motorman be given nine hours' pay at punitive rates. The company denied the claim.

The junior man who did the work was regularly assigned to pick-up and delivery, but was not on the list of those to be called for highway overtime. The company contended that according to the agreement, someone simply continuing on with his regular assignment would continue to perform it on an overtime basis where necessary. The arbitrator agreed, but in this particular case, the employee was transferred from his regular assignment in one segment of the Halifax Fleet to perform work coming within the scope of a regular bulletined job in another segment. The first hour and one-half was within regular time, the bulk of the temporary assignment was on overtime, the arbitrator said. He therefore allowed the grievance and awarded the grievor the amount claimed.

Case No. 279: Ex parte dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a settlement clerk's complaint that he was unjustly dealt with when his personal belongings were searched by a CN constable.

A settlement clerk had just finished his regular to duty and was on his way home when a CN con stopped him and, over his objections, looked thr his utility bag. It was the first time in some 14 of employment that the grievor had to submit t procedure, and he found it rather disquieting. brotherhood contended that it was a violation o agreement, which guaranteed an employee at leas day's notice of an investigation, specifying the ch against him. The company, on the other hand, sai spot checks were conducted from time to time thr out the system and that the practice was of many duration. The arbitrator believed that routine inspe of lunch pails or packages was a common proc in industry and did not constitute an investigati an alleged irregularity as the brotherhood had con ed. "What is involved here is simply a surveillan employee conduct on the premises, a matter well w the normal managerial process and not restricte anything in the collective agreement," the arbi said. "There is nothing in the circumstances of thi to indicate that the grievor was being deliberately vi ized or embarrassed by this procedure. He may found it a distasteful matter, but the fact is that a normal incident of industrial life, and, at least i case, carried no particular implications with respe the grievor . . . Accordingly, the grievance is dismis

Case No. 280: Ex parte dispute between CN an Canadian Brotherhood of Railway, Transport and eral Workers over denial of the assistance of a representative to a warehouseman when question the Investigation Department.

A warehouseman suspected of stealing watches requested to report to the Office of the Investig Department for questioning. The brotherhood con ed that in accordance with an article of the agree proper notice should have been given and the should have been provided with the assistance union representative at the time of the investig The company protested that the man was not ch with any offence nor was he held for investigation was only questioned by a CN police constable.

fter he reported to the office, however, he was asked empty his pockets and he was partially searched. He as taken to a room with two other employees and two mpany constables; he was taken to another room, and en to yet another where he was asked to face a door- ay while someone walked by, presumably in an at- mpt to identify him. He was questioned about the eft, accused of it, but not charged. During the ques- ning he was not cautioned; he was not permitted a wyer nor a union representative and he was not per- itted to telephone, although his children were at home the care of a baby sitter who had to attend school.

ne arbitrator agreed with the brotherhood that an ticle of the agreement provided certain safeguards for nployees being investigated in connection with alleged egularities. One of the most important was the right representation. The procedure followed by the com- ny deprived the employee of this right at a time when was most important to him. "No doubt there are many nctions to be carried out by the railway police that e not at all inhibited by anything contained in the llective agreement," the arbitrator said, "but the pro- sions of the agreement impose certain obligations on e company with respect to investigations. Whether the mpany acts through its police officers or otherwise, has subjected itself to the terms of the agreement, d is bound by them." For these reasons, he said, the ievance must succeed.

ase No. 281: Dispute between CN and the Canadian rotherhood of Railway, Transport and General Workers er the advertising of a stenographic vacancy with the quirement that the successful applicant had to be bilin- al.

ne brotherhood claimed that the company had violated article of the agreement when they advertised for tenographer who could take shorthand in both French d English. When the position of stenographer was tablished in 1961 there was no reference to any lan- age qualifications, so the union believed that the quirement of an ability to take shorthand in more an one language constituted a change in the classifica- n.

ne company argued that the position had in many ses since 1967, been advertised as having a bilingual alification and that it was now too late for the union object. The arbitrator did not accept this argument. f in fact the company is requiring employees to per- rm work outside of their classification, employees may ieve, even though it would be too late to recover in spect of past circumstances." But their second argu- ent was more valid. The parties had accepted bilin- gualism as a proper qualification for the job of stenographer when the rates were negotiated. Although no express agreement had been established, the arbitrator said, it seemed clear that when the classification was created, both parties realized that in many cases stenographers were required to be bilingual. "The requirement of bilingualism is not a change from the requirements expected when the wage agreement was made," he said. "It is unfair for the union to raise this matter now, when the parties bargained for the job as it stood . . . On this last ground, therefore, the grievance must be dismissed."

Case No. 282 and Case No. 283: Disputes between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over penalties assessed two CN employees who were charged with careless handling of valuable shipment.

A motorman was assigned to handle and deliver a shipment of coins to two separate banks. He left the terminal, accompanied by a CN constable and a warehouseman, without counting the bags of money. They arrived at the first bank and delivered 52 bags. When they arrived at the second bank they delivered 81 bags; one bag was missing. The grievor was charged with "failure to conform with procedure, resulting in careless checking and handling of large value shipment and shortage of $1,000," and given a one month's suspension. The brotherhood appealed the suspension claiming it unjust and requested that the man be reinstated with all loss of wages. The company denied the request.

On the day in question the grievor had parked his truck, ready to receive the shipment, and reported to the office of the value clerk. On leaving the office he met the fleet supervisor, who instructed him to pick up a waybill for a shipment of bicycles. By the time he had returned to the truck after following the supervisor's instructions the transfer of the money was almost completed. He observed that the bags were not properly separated and he advised the value clerk, but he did not check or count the bags as he would normally have done; he simply signed a cash sheet presented by the value clerk, which listed only the waybill numbers for the two deliveries, treating the shipment as just a regular shipment.

In his award, the arbitrator said that the grievor, as an experienced employee, was used to handling value shipments and was aware of the regulations, and knew that he was not complying with them; but the gravest breach of regulations had already occurred when the grievor had returned to his truck to find the shipment had nearly all been loaded in his absence. "The grievor had been detained by the supervisor's request, and I see nothing improper in his having complied with it

promptly," the arbitrator said. "If the supervisor knew that the loading of the value shipment was beginning, he may himself be said to have some responsibility in the matter, but this of course is not known. The primary responsibility appears to have been that of the value clerk, although it may be noted that the improper loading was carried on in the presence of a railway constable and helper."

The only alternative for the grievor was to have had the loading process start all over again. By signing the waybill only, he could not divest himself of his responsibilities, but under the circumstances, the imposing of a one-month suspension was, in the arbitrator's opinion, a very heavy penalty, excessive for the misdemeanor in question. "In my view, a suspension of one week would not have gone beyond the range of reasonable disciplinary responses to the situation. Accordingly, I award only that the grievor be paid, forthwith, compensation for three weeks' loss of earnings."

The second case concerned the express value clerk, the one responsible for unloading and counting the money shipments from the container to the value room. He was accompanied by a general clerk, who left shortly after the counting started to make another call. The grievor had doubts about his count and rechecked it, feeling that his count was complete.

The arbitrator said that in his opinion there was no doubt that the grievor was negligent in his duties. He did not check and record the seals on the packers in which the shipment was delivered; he did not request a replacement for the general clerk, but continued, contrary to regulations, to handle the shipment by himself; he failed to report the discrepancy he suspected, but carried out a subsequent count by himself; on his lunch period, he had left the key to the value room in an unlocked desk drawer; later, when delivery of the shipment was to be made, he began to transfer the value shipment even though the motorman who was to receive it was not present; he did not perform the transfer properly, and did not obtain a proper receipt for it.

"This is not simply the case of a mistake," the arbitrator said. "It is a case of thoroughly negligent handling of a value shipment, contrary to regulations of which the grievor, as an experienced employee, was certainly aware, and contrary to the sensible principles on which those regulations were based. The whole conduct of the operation reveals an extremely serious failure of responsibility ... and the company was justified in taking a very serious view of the matter ... For the reasons set out above, the grievance must be dismissed."

Case No. 284: Dispute between CN and the Brother of Railway, Airline and Steamship Clerks, Fr Handlers, Express and Station Employees over the ishing of a messenger position.

When one of two messenger positions in the mail was abolished, the brotherhood claimed that it w operational change and a violation of the Job Se Agreement.

The article of the agreement that the brother thought was violated stated: "The company will n into effect any technological, operational or nizational change of a permanent nature which effect a material change in working conditions adverse effects on employees without giving as advance notice as possible ..."

The company explained that the position that was ished was one of two messenger positions in mailroom. After the abolition, the work was perfo by a junior clerk and one messenger. The compan previously decided that it would operate the mail with a staff of two, and were doing so until one messengers was transferred out of the mailroom. he returned to his messenger position it created a of three in the mailroom, but with a reduction i number of mail deliveries, there was sufficient wo only two persons.

"The organizational or operational change, if any, arbitrator said, "would appear to have been i reduction of mail deliveries. This is, as is the abo of a position, a change of 'operation' in a narrow s but it is not necessarily an 'operational change' sort referred to in the Job Security Agreement . any event, no employee suffered any adverse e in my view, as a result of the change." The mess whose job had been abolished was transferred higher-rated job, and it was not suggested that h to move to another community. "While no doub opportunities for other employees were limited t extent of there being one less job available, it m doubted ... whether this is the sort of adverse for which Article VIII is intended to provide re For these reasons, the grievance was dismissed.

Case No. 285: Dispute between CN and the Brother of Railway, Airline and Steamship Clerks, Fr Handlers, Express and Station Employees over a cl performing the duties of a warehouseman but not ge paid for it.

11 separate days, a clerk was assigned to do work shed. The union contended that the work done that of a warehouseman and that the clerk was tled to payment at the warehouseman rate for the hours that the work required.

brotherhood claimed that for two and one-half rs of 11 separate days the grievor performed work he Warehouseman Grade 3 level, and therefore ording to an article of the agreement he was entitled eceive the difference between the rate paid a clerk that paid a Warehouseman, Grade 3.

company contended that the grievor's predecessor is work had been a clerk, but the union said that work had been done by a Warehouseman Grade he company said it was possible that a warehouse- on that level had replaced the clerk for a time, admitted that the duties did come within the scope he Warehouseman 3 category.

arbitrator said that just because the grievor had ied out some of the duties of a warehouseman at higher level it did not follow that he was temporarily gned to that position. The work in question was mon to the classifications of both Warehouseman d 3, the only distinction being the amount of time t at it. The duties of a Warehouseman 2 included performance of this type of work up to four hours y; a Warehouseman 3 might work longer. In this , the arbitrator said, the grievor performed for two one-half hours a day and on the assumption that s warehouseman's work, it can only be said to have n that of a Warehouseman 2. The classification of grade is a lower-rated classification than that of grievor, and the article in question protected the vor from any reduction in his rate of pay. Since ate was not reduced, and the article was not violat- he grievance was dismissed.

e No. 286: Dispute between CN and the Brotherhood Railway, Airline and Steamship Clerks, Freight dlers, Express and Station Employees over a claim he brotherhood that the abolition of two highway er positions violated an article of the Job Security eement.

drivers had been hired to drive mail trucks as a lt of a contract between CN and the Canada Post e. The contract had been for a two-year term that expired and then was extended for a three-month od. It was not renewed, and the company, no longer to use the services of the drivers, notified them December 9 that their positions would be abolished ember 31.

The arbitrator said that the question in this case was whether the cancellation of a number of highway driver positions constituted a "technological, operational or organizational change of a permanent nature" that would call for advance notice to the union. The company contended that the reduction in the number of positions was a result of a "fluctuation in traffic," which change did not require contacting the union. It was the arbitrator's opinion that care had to be taken against over-generalizing the provisions of Article VIII of the Agreement. Practically every operational change, he said, could be attributed to "fluctuations of traffic," but the concern here was to give meaning to the phrase in the context of a provision for job security. In this case, the arbitrator said, there was a complete halt to the transportation of mail, with clearly an adverse effect on the employees concerned. He therefore allowed the grievance.

Case No. 287: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the abolishing of a typist position.

The typing of manifests was transferred in November from a town to a city. In December, the company gave 90 days notice to the union that the typist position in the town would be abolished. The brotherhood said that the company violated Article VIII of the Job Security Agreement claiming the company made an operational change prior to notice to abolish, and requested that the notice be withdrawn and the typing position reinstated in the town.

The arbitrator said that the company apparently agreed that the abolition of the typist position was an "operational or organizational change of a permanent nature" that would effect a "material change in working conditions with adverse effects on employees," because it gave advance notice. The union, on the other hand, contended that the notice ought to have been given when the work was transferred, and not when the position was abolished.

The arbitrator pointed out that at the time of the transfer of the work the classification of typist continued, as it had not then been decided to abolish the position. There were no adverse effects on employees at the time of the transfer. If notice had been given at the time the typing of manifests was transferred, it would have given employees a longer period of notice than the agreement required, the arbitrator said. It was the abolishing of the position that created the adverse effect, and the company gave adequate notice. Therefore the grievance was dismissed.

Decisions of the umpire

CUB 2943: The claimant made a renewal claim for benefit on July 26, 1968, stating that she had worked as an inspector until July 12, when the job had ended for "three weeks' vacation." She said she had been available for work until August 5 only, because she expected her baby to be born in the week of September 15. She was therefore disqualified from receiving benefit from August 4 because she was not capable of work.

On October 31, she wrote to the area office, stating that her child had been born on September 4 and that she expected to return to work with her former employer. She supplied a medical certificate approving her return to work on October 28. On November 6 she made another renewal claim and on November 13 she phoned the area office to inform them she was prepared to accept temporary employment pending her return to her old job. On December 12 she again applied for renewal.

On February 14, her old employer informed the area office that the claimant had ignored two registered letters recalling her to work and had therefore been dismissed. The claimant reported that she had been ill with the flu for the first two weeks in February. The company elaborated on its position by saying that when the claimant did not return to work on October 21 as she was supposed to, the company nurse had contacted her by telephone to be told that the woman did not feel strong enough to work as yet. In an interview on March 24, the claimant based her delay on the grounds that her workload was too arduous for one person. O 15, 1969 she was disqualified from receiving ben October 27, 1968 because she had failed to pr she was available for work. The next day she that she was also ineligible for benefit from F 9 to March 22, because she had lost the job her own fault and was therefore considered to h voluntarily.

In her appeal to the board of referees the claim she had not been contacted by the company ur ruary 12 and that when she pointed out that h had been done by two people in her absence, the sation had ended. By a majority, **the board di the appeal on the basis of the company's evider** dissenting members said that the claimant ha justified in refusing to return under the given co in February and that she had proved herself a for work as of October.

In August the woman appealed to the Umpi Deputy Umpire noted numerous discrepancie claimant's evidence—her failure to notify her e that she was available for work on October failure to come in for a medical examination as ed by the company nurse on November 22, that she informed the nurse on November 28 did not feel up to working, her failure to reply pany letters, phone calls and finally ultimatu garding the suitability of the job, the umpire nc having worked in the position for six years, **the should have returned to it first and then atten have her grievances settled with the help of th The appeal was therefore dismissed.**

ublications in the library

t No. 270

e publications listed below are recent acquisitions. ey may be borrowed through a local library (business, versity or public) or directly if there is no local ary. Please indicate the publication number and the nth listed, when requesting loans.

nomic policy

■ **No. 1—British Association for the Advancement of ence. Section F (Economics).** The managed economy; ers presented to Section F (Economics) at the 1969 ual meeting of the British Association for the Adcement of Science, edited by Alec Cairncross. Oxford g.] Blackwell, 1970. 133p.

nomics

■ **No. 2—Mishan, Edward Joshua.** Twenty-one popr economic fallacies; with an introduction by Kurt ppholz. New York, Praeger, 1970. 245p.

■ **No. 3—Robinson, Joan.** Introduction to the theory mployment. 2d ed. [London] Macmillan, 1969. 105p.

ustrial relations

■ **No. 4—Taira, Koji.** Economic development and the or market in Japan. New York, Columbia University ss, 1970. xiii, 282p.

■ **No. 5—McGill University, Montreal. Industrial Reons Centre.** The dynamics of change—labour relaons on the Montreal waterfront; three symposia. Editpy Frances Bairstow. Montreal, 1970. 176p. Symposia nsored by McGill University Industrial Relations tre and Montreal Port Council. Contents: 1. Labour tions and the transportation revolution. 2. The technological challenge. 3. The economic imperative and administrative challenge.

■ **No. 6—Peitchinis, Stephen Gabriel.** Labour-management relations in the railway industry. Ottawa, Information Canada, 1971. 339p.

■ **No. 7—Nova Scotia. Commission of Enquiry into Industrial Relations in the Nova Scotia Construction Industry.** Report [Halifax?] 1970. 134, xlip.

Labour laws and legislation

■ **No. 8—U.S. National Labor Relations Board.** Summary of the National Labor Relations Act. Washington, GPO, 1970. 29p.

■ **No. 9—Webb, Garn H.** Labor law and antitrust; analysis and explanation, by Garn H. Webb and Thomas C. Bianco, assisted by David R. Courdin. New York, Holt, Rinehart and Winston, 1970. 158p.

Labour organization

■ **No. 10—Hinton, James.** Unions and strikes. London, Sydney, Sheed & Ward, 1969, 64p.

■ **No. 11—Ridley, Frederick F.** Revolutionary syndicalism in France, the direct action of its time. Cambridge [Eng.] University Press, 1970. vii, 279p.

■ **No. 12—U.S. Office of Labor-Management and Welfare-Pension Reports.** Requirements for electing union officers, as prescribed in Title IV and related provisions of the Labor-Management Reporting and Disclosure Act, as amended. Rev. ed. Washington, GPO, 1970. 49p.

■ **No. 13—U.S. Office of Labor-Management Policy Development.** Exclusive union work referral systems in the building trades. [Washington, GPO, 1970] 88p.

Minorities

■ **No. 14—MacDonald, Stephen, comp.** Business and Blacks; minorities as employes and entrepreneurs, by the staff of the Wall Street journal. Edited by Stephen MacDonald. Princeton, N.J., Dow Jones Books, 1970. 150p.

■ **No. 15—Schmidt, Fred H.** Spanish surnamed American employment in the Southwest. Washington, GPO, 1970. v, 247p. A study prepared for the Colorado Civil Rights Commission under the auspices of the Equal Employment Opportunity Commission.

Professional institute

■ **No. 16—Swettenham, John.** Serving the State; a history of the Professional Institute of the Public Service of Canada, 1920-1970 [by] John Swettenham and Davis Kealy. Ottawa, Le Droit [c1970] xii, 263p.

Scientists

■ **No. 17—U.S. National Science Foundation.** Scientific and technical personnel in the Federal government, 1968. Washington, GPO, 1970. 31p.

Social conditions

■ **No. 18—Lipset, Seymour Martin.** Revolution and counterrevolution; change and persistence in social structures. Rev. & updated ed. Garden City, N.Y., Doubleday, 1970 [c1963, 1968, 1969] xxii, 416 p.

■ **No. 19—Marquand, Diana.** Class and power [by] Diana Marquand and Ian Clegg. London, Sydney, Sheet & Ward, [1969] 57 p.

Technology

■ **No. 20—International Conference on Technological Change and Human Development, Jerusalem, 1969.** The challenge of change; report . . . [by] Trevor Evans. London, Pergamon Press, c1970. ix, 190 p.

■ **No. 21—MacDonald, Bruce.** Technological change and manpower requirements to 1975 in Ontario's mechanical construction industry. Toronto, Research Branch, Ontario Department of Labour, 1971. 80 p.

Wages

■ **No. 22—McCormick, Brian Joseph.** Wages mondsworth, Eng.] Penguin [1969] 188 p.

■ **No. 23—Swedish Employers' Confederation. of Statistics.** Direct and total wage costs for w international survey, 1960-1968. [Stockholm, n.d. 78 p.

■ **No. 24—U.S. Bureau of Labor Statistics.** earnings and employment patterns of private no cultural employees, 1965. Washington, GPO, 197

Miscellaneous

■ **No. 25—Conference Board.** A guide to co markets, 1970. [11th ed.] New York, 1970. 224 p.

■ **No. 26—Human resources administration:** lems of growth and change [by] William J. W [and others] Boston, Houghton Mifflin, 1970. x, 4

■ **No. 27—Innis, Harold Adams.** A history of t nadian Pacific Railway. With a foreword by George. Toronto, University of Toronto Press, xix, 365 p.

■ **No. 28—Moore, Albert Milton.** How muc competition? The prerequisites of an effective Ca competition policy. Montreal, McGill-Queen's U sity Press, 1970. xiv, 217 p.

■ **No. 29—Sheppard, Harold L., ed.** Toward an trial gerontology; an introduction to a new f applied research and service. Cambridge, Schenkman Pub. Co. [1970] 165 p. "This books is of seminars sponsored by the National Council Aging and funded in part through the U.S. Empl Service, U.S. Dept. of Labor."

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended May 22, 1971		8,859	+ 2.7	+ 2.1
Employed		8,308	+ 2.8	+ 2.0
Agriculture		544	+ 0.4	− 4.4
Non-agriculture		7,764	+ 2.9	+ 2.4
Paid workers		7,207	+ 3.1	+ 2.2
At work 35 hours or more		6,730	+ 3.6	+ 2.3
At work less than 35 hours		1,254	− 4.7	+ 1.0
Employed but not at work		323	+18.3	− 0.9
Unemployed		551	+ 1.5	+ 4.2
Atlantic		47	− 9.6	+23.7
Québec		191	− 2.6	+ 1.6
Ontario		194	+10.9	+22.8
Prairie		53	−10.2	− 8.6
British Columbia		66	+ 8.2	−24.1
Without work and seeking work		535	+ 3.3	+ 5.5
On temporary layoff up to 30 days		16	−36.0	−30.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†		(Data not available at press time)		
Manufacturing employment (1961 = 100)†		(Data not available at press time)		
IMMIGRATION	1st 3 mos. 1971	27,899	—	− 9.4
Destined to the labour force	1st 3 mos. 1971	14,878	—	−10.4
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	126	+ 44.8	+ 8.6
No. of workers involved	June	44,210	+241.0	−28.8
Duration in man days	June	292,040	+152.0	−63.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†		(Data not available at press time)		
Average hourly earnings (mfg.)†		(Data not available at press time)		
Average weekly hours paid†		(Data not available at press time)		
Average weekly wages (mfg.)†		(Data not available at press time)		
Consumer price index (1961 = 100)		(Data not available at press time)		
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡		(Data not available at press time)		
Total labour income (Millions of dollars)†		(Data not available at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	May	174.6	+ 0.6	+ 1.5
Manufacturing	May	171.5	+ 0.8	+ 0.7
Durables	May	193.2	+ 0.4	+ 1.8
Non-durables	May	154.3	+ 1.1	− 0.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	May	12,759	− 8.6	+80.4
Completions	May	544	+24.1	+15.0
Under construction	May	98,006	+ 0.7	+30.4

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended June 19, 1971

	Canada	Atlantic	Québec	Ontario	Prairies
			(in thousands)		
THE LABOUR FORCE	8,859	704	2,437	3,345	1,440
Men	5,989	489	1,668	2,219	980
Women	2,870	215	769	1,126	460
14-19 years	1,021	85	254	387	184
20-24 years	1,439	150	435	487	230
25-44 years	3,671	250	1,044	1,424	545
45-64 years	2,526	202	658	968	438
65 years and over	201	16	46	79	43
EMPLOYED	8,308	657	2,246	3,151	1,387
Men	5,595	452	1,525	2,086	944
Women	2,713	205	721	1,065	443
Agriculture	544	23	102	145	244
Non-agriculture	7,764	634	2,143	3,007	1,143
Paid Workers	7,207	578	1,976	2,821	1,072
Men	4,724	389	1,325	1,822	680
Women	2,483	189	650	999	392
UNEMPLOYED	551	47	191	194	53
Men	394	37	143	133	36
Women	157	10	48	61	17
PERSONS NOT IN LABOUR FORCE	6,513	700	1,921	2,218	1,016
Men	1,625	206	478	526	256
Women	4,888	494	1,443	1,692	760

* Less than 10,000. Source: Labour Force Survey, DBS.

ble A-2—Age, Sex and Marital Status, Week Ended June 19, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	15,372	2,547	4,269	1,310	4,417	1,222	1,606
BOUR FORCE	8,859	1,021	4,088	1,144	1,545	860	201
Employed	8,308	824	3,938	1,027	1,508	816	194
Unemployed	551	197	150	117	37	44	**
T IN LABOUR FORCE	6,513	1,526	181	166	2,872	362	1,405
RTICIPATION RATE†							
1971—June 19	57.6	40.1	95.8	87.3	35.0	70.4	12.5
May 22	56.2	33.2	95.6	84.9	35.3	69.9	12.2
EMPLOYMENT RATE‡							
1971—June 19	6.2	19.3	3.7	10.2	2.4	5.1	**
May 22	6.3	15.4	4.6	12.0	3.0	5.0	**

cludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
e labour force as a percentage of the population of 14 years of age and over.
e unemployed as a percentage of the labour force.
ss then 10,000 unemployed.
rce: Labour Force Survey, DBS.

ble A-3—Unemployed, Week Ended June 19, 1971

	June 1971	May 1971	June 1970
	(in thousands)		
TAL UNEMPLOYED	551	543	529
On temporary layoff up to 30 days	16	25	23
Without work and seeking work	535	518	507
Seeking:			
Full-time work	498	495	462
Part-time work	37	22	44
Under 1 month	173	135	187
1-3 months	155	144	157
4-6 months	87	112	75
More than 6 months	119	126	88

rce: Labour Force Survey, DBS.

re will be no B-1 table this month. Information for it was unavailable at press time. The table will reappear in future issues as the rmation becomes available from the source.

C—Employment, Hours and Earnings

There will be no C-1, C-2, C-4, C-5, C-6 and C-7 tables this month. Information for these tables was not available from the Dominio of Statistics at press time. The missing tables will reappear in the October number of The Labour Gazette.

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††
			Non durables	Durables					Non commercial Sector‡	Commercial Sector**	
						(in thousands)					
Canada											
February 1971*	—	129.8	858.7	798.9	370.6	—	1,092.5	311.6	1,223.8	725.2	448.9
January 1971*	57.4	128.8	862.4	792.6	365.0	690.2	1,088.3	308.3	1,216.8	715.5	448.4
February 1970†	57.7	125.3	851.0	810.4	322.8	645.5	1,071.4	304.1	1,180.1	687.9	432.0
NEWFOUNDLAND											
January 1971*	1.8	5.7	9.8	1.8	5.8	14.1	17.7	2.3	22.4	7.4	8.3
December 1970*	1.5	5.8	9.4	1.8	5.8	14.5	19.1	2.2	22.4	7.8	8.4
January 1970†	2.1	5.6	9.3	1.7	6.0	13.7	17.1	2.3	21.9	7.8	7.9
PRINCE EDWARD ISLAND											
January 1971*	—	—	1.9	0.3	1.2	2.8	4.8	0.6	6.4	1.9	2.4
December 1970*	—	—	2.2	0.3	1.2	2.7	5.2	0.6	6.3	1.9	2.5
January 1970†	—	—	1.9	0.4	1.1	2.9	4.1	0.6	5.0	1.5	2.2
NOVA SCOTIA											
January 1971*	1.9	5.3	17.3	12.6	11.1	21.9	33.7	7.4	47.3	16.1	20.5
December 1970*	2.1	5.5	17.2	12.7	11.2	20.7	36.2	7.5	48.5	15.8	20.8
January 1970†	2.4	5.5	17.5	14.1	13.2	21.7	32.9	7.1	44.6	14.6	20.8
NEW BRUNSWICK											
January 1971*	3.2	2.3	16.6	9.2	8.8	23.3	27.5	4.7	33.8	11.4	12.3
December 1970*	4.5	2.3	16.4	9.4	9.5	22.5	29.5	4.7	34.8	11.3	12.1
January 1970†	4.0	2.3	15.7	10.2	9.2	22.7	26.2	4.7	34.0	10.5	12.1
QUÉBEC											
January 1971*	12.9	23.9	315.7	187.6	76.4	180.7	260.8	87.2	340.4	168.8	105.0
December 1970*	14.7	23.9	314.1	187.9	69.5	185.5	272.4	87.0	341.4	169.9	105.5
January 1970†	17.2	24.8	321.5	193.5	74.8	172.3	262.6	85.2	319.7	171.0	95.2
ONTARIO											
January 1971*	9.7	35.4	360.8	445.2	126.9	215.4	430.0	131.3	460.2	282.3	174.7
December 1970*	9.6	35.3	363.6	445.0	133.1	220.0	455.7	131.6	458.9	282.8	174.3
January 1970†	11.3	33.9	369.7	454.4	131.8	213.5	434.7	132.4	436.5	281.2	176.9
MANITOBA											
January 1971*	0.8	7.8	27.4	20.1	12.8	45.0	56.1	13.1	54.3	32.6	19.9
December 1970*	0.6	7.6	27.4	19.2	14.1	45.1	58.9	13.1	54.0	33.2	19.8
January 1970†	0.8	7.7	27.8	21.4	13.1	44.7	56.3	13.6	52.2	32.2	19.8
SASKATCHEWAN											
January 1971*	0.7	5.9	9.5	4.6	6.8	23.3	36.0	7.9	48.3	18.8	17.6
December 1970*	0.7	5.8	9.6	4.5	7.3	24.7	38.3	7.8	49.7	18.9	17.9
January 1970†	0.6	5.5	9.7	4.7	8.6	23.9	37.3	8.6	48.2	20.1	18.2
ALBERTA											
January 1971*	1.8	25.2	27.1	23.7	30.8	52.9	85.4	19.9	100.4	59.0	34.5
December 1970*	1.9	24.8	27.0	24.5	32.4	53.9	88.2	19.6	100.5	58.5	34.7
January 1970†	1.6	24.1	27.1	27.9	35.3	50.5	88.2	19.6	98.8	60.9	32.7
BRITISH COLUMBIA											
January 1971*	18.3	11.5	51.1	74.4	30.0	81.4	111.9	31.6	114.3	82.1	40.0
December 1970*	17.3	11.4	51.5	73.4	30.2	84.8	119.8	31.4	113.4	82.9	39.9
January 1970†	20.0	11.3	51.4	78.9	35.9	80.0	115.6	31.2	107.2	83.0	40.4

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious orga and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to busi nagement; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.
Basis: 1960 Standard Industrial Classification.
Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

[—Unemployment Insurance

mployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment rance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical ort on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of data see Technical Notes, page 149, February 1971 issue.

ble E-1—Estimates of the Insured Population der the Unemployment Insurance Act

of	Total	Employed	Claimants
—March	5,853,000	4,996,500	856,500
February	5,840,000	4,952,300	887,700
January	5,804,000	4,959,900	844,100
—December	5,717,000	5,045,200	671,800
November	5,626,000	5,145,500	480,500
October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100

Table E-4—Benefit Payments, by Province, April 1971

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	116,981	4,099,184
Prince Edward Island	22,997	729,567
Nova Scotia	122,882	4,119,448
New Brunswick	124,630	4,239,224
Québec	896,785	33,659,926
Ontario	830,255	29,709,469
Manitoba	140,525	4,980,999
Saskatchewan	85,470	2,930,405
Alberta	151,523	5,506,971
British Columbia	275,421	10,029,502
Total, Canada, April 1971	2,767,469	100,004,695
Total, Canada, March 1971	3,198,368	114,301,673
Total, Canada, April 1970	2,308,989	81,007,800

ble E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

ince	April 1971 Total*	April 1971 Initial	April 1971 Renewal	April 1970 Total	April 1970 Initial	April 1970 Renewal
nada	208,615	165,889	42,726	208,862	158,029	50,833
foundland	6,742	5,566	1,176	6,091	5,000	1,091
e Edward Island	1,096	903	193	1,193	891	302
a Scotia	7,676	6,341	1,335	7,588	6,214	1,374
Brunswick	8,474	7,223	1,251	8,801	7,352	1,449
bec	61,360	48,069	13,291	65,893	48,302	17,591
rio	67,358	53,666	13,692	65,074	49,590	15,484
itoba	8,385	6,769	1,616	7,273	5,763	1,510
atchewan	6,375	5,366	1,009	6,164	5,092	1,072
rta	15,199	12,294	2,905	12,400	9,907	2,493
sh Columbia	25,950	19,692	6,258	28,385	19,918	8,467

ddition, revised claims received numbered 48,947.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1971

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*
Canada	818,952	193,969	193,673	307,701	123,609
Male	560,857	141,244	134,901	220,859	63,853
Female	258,095	52,725	58,772	86,842	59,756
NEWFOUNDLAND	30,047	4,926	6,450	15,323	3,348
Male	25,488	4,239	5,423	13,514	2,312
Female	4,559	687	1,027	1,809	1,036
PRINCE EDWARD ISLAND	5,910	1,028	1,329	3,145	408
Male	4,494	848	952	2,477	217
Female	1,416	180	377	668	191
NOVA SCOTIA	39,523	6,177	8,179	19,707	5,460
Male	31,144	4,832	6,338	16,513	3,461
Female	8,379	1,345	1,841	3,194	1,999
NEW BRUNSWICK	35,968	6,421	7,340	17,199	5,008
Male	27,077	5,111	5,755	13,195	3,016
Female	8,891	1,310	1,585	4,004	1,992
QUÉBEC	220,745	49,312	54,659	78,576	38,198
Male	154,344	35,810	39,836	58,050	20,648
Female	66,401	13,502	14,823	20,526	17,550
ONTARIO	286,625	72,773	69,033	103,098	41,721
Male	179,882	49,466	45,103	66,318	18,995
Female	106,743	23,307	23,930	36,780	22,726
MANITOBA	34,964	8,474	9,066	12,859	4,565
Male	24,235	6,095	6,266	9,557	2,317
Female	10,729	2,379	2,800	3,302	2,248
SASKATCHEWAN	26,025	5,744	5,652	11,439	3,190
Male	19,488	4,572	4,097	9,150	1,669
Female	6,537	1,172	1,555	2,289	1,521
ALBERTA	51,966	15,883	12,171	17,612	6,300
Male	37,607	12,452	8,625	13,364	3,166
Female	14,359	3,431	3,546	4,248	3,134
BRITISH COLUMBIA	87,179	23,231	19,794	28,743	15,411
Male	57,098	17,819	12,506	18,721	8,052
Female	30,081	5,412	7,288	10,022	7,359

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

ble F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
				(1961 = 100)				
6—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
7—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
8—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
9—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
0—Year	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
0—May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
November	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
December	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
1—January	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
February	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
March	131.3	128.2	134.8	126.8	128.8	141.0	135.0	127.6
April	132.7	129.1	136.0	127.9	129.4	141.4	128.6	127.6
May	132.7	130.1	136.1	128.3	129.9	142.0	135.3	128.3
				(1949 = 100)				
May	171.4*							

or an interim period the all-items index only will be published on both the 1961 and the 1949 base.
te: 1957 weighted. Calculated by the Prices Division, DBS.

ble F-2—Consumer Price Indexes for Regional Cities of Canada—May, 1971

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	May 71	April 71	May 70							
					(1961 = 100)					
John's, Nfld	123.5	123.1	121.8	119.8	119.3	133.3	120.9	136.7	116.1	145.1
lifax	126.6	125.8	125.2	128.5	121.2	127.7	122.0	146.4	138.3	129.7
nt John	125.1	124.7	123.6	128.6	117.4	129.5	126.0	136.0	132.3	127.6
ntreal	126.4	125.9	124.4	128.5	118.9	125.4	129.1	132.7	141.4	128.7
awa	130.5	129.7	127.4	132.3	123.8	130.1	132.1	143.5	138.1	135.0
ronto	129.2	128.3	127.5	128.1	123.2	131.1	136.7	142.5	131.1	132.8
nnipeg	128.0	127.5	127.3	128.4	117.1	135.6	134.1	147.4	136.8	129.9
katoon-Regina	122.9	122.4	122.2	128.1	114.5	130.7	120.7	128.6	130.5	123.3
monton-Calgary	127.6	127.3	124.7	132.0	119.9	128.7	125.3	147.6	137.2	125.3
ncouver	126.4	126.1	123.4	132.0	119.5	129.5	127.8	138.1	125.7	119.0

te: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as ween cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departm Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three ta this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers re on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stop Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month o: Strikes and Lockouts	Workers Involved	Duration in Man-: Man-Days	Per C Est W
1966	582	617	411,459	5,178,170	
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,082,730	
†1969	566	595	306,799	7,751,880	
†1970	501	540	261,187	6,539,560	
†1970—June	42	116	62,134	788,910	
July	62	132	80,851	842,950	
August	46	118	70,738	620,060	
September	39	88	45,539	619,430	
October	34	84	60,862	758,820	
November	33	75	38,948	705,620	
December	8	48	34,359	427,150	
†1971—January	24	46	30,170	213,060	
February	40	69	26,984	180,920	
March	33	73	45,381	228,120	
*1971—April	42	82	22,430	154,280	
May	24	72	10,284	104,870	
June	71	121	43,995	415,750	

†Revised. *Preliminary.

Table G-2—Strikes and Lockouts, by Industry, June 1971, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	158	160
Mines	2	6	1,901	20,910
Manufacturing	39	67	23,656	282,220
Construction	8	12	4,760	43,210
Transportation and utilities	9	12	10,671	49,960
Trade	4	10	833	10,310
Finance	—	—	—	—
Service	3	7	508	3,080
Public administration	5	6	1,508	5,900
ALL INDUSTRIES	71	121	43,995	415,750

Table G-3—Strikes and Lockouts, by Jurisdic June 1971, (Preliminary)

Jurisdiction	In Effect During M: Number Beginning During Month	Strikes and Lockouts	Workers Involved
Newfoundland	7	9	2,231
Prince Edward Island	1	1	86
Nova Scotia	3	7	2,361
New Brunswick	—	—	—
Québec	11	24	11,347
Ontario	34	48	16,228
Manitoba	2	3	765
Saskatchewan	—	—	—
Alberta	2	2	615
British Columbia	8	21	9,343
Federal	3	6	1,019
ALL JURISDICTIONS	71	121	43,995

ble G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary)

ıstry ployer ation	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
estry						
lacMillan Bloedel (Sproat Lake, Kennedy Lake, Cameron & Franklin Rivers Div.) ort Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	158	160	160	June 8 June 9	Protesting a new Workmen's Compensation regulation — Return of workers pending further discussions.
nes						
TAL						
udson Bay Mining and Smelting Company, in Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	8,250	57,090	Jan. 27 June 22	Vacations, holidays, welfare plan —Return of workers, settlement terms not reported.
on Ore Co. of Canada pt-Iles, Qué.	Machinists and Steelworkers (AFL-CIO/CLC)	325	330	660	May 31 June 1	Protesting technological changes —Return of workers.
merican Smelting & Refining Co., chans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	566	4,530	4,530	June 21 —	Failure to reach a new working agreement—
N-METAL uminum Co. of Canada, Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,600	15,600	Apr. 18 —	Wages—
RRIES						
x granite firms, ebe, Qué.	Steelworkers Loc. 7550 (AFL-CIO/CLC)	120	600	600	June 16 June 23	Wages, hours—$1.11 an hr. increase over a 3-yr. contract; reduction of the work week to 42 hours in 1972, 41 hours in 1973.
nufacturing						
OD AND BEVERAGES						
rgeo Fish Industries Ltd., rgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,040	3,040	June 4 —	Union recognition—
cheurs Unis de Québec, wport, Qué.	Commerce Employees (CNTU)	160	800	800	June 7 June 14	Working conditions—Not reported.
nadian Breweries Ltd., (Notre Dame St. Plant), ontréal, Qué.	Brewery Workers Loc. 301 (AFL-CIO/CLC)	700	10,500	10,500	June 10 —	Hours and security of employment—
rber Products Ltd., agara Falls, Ont.	District 50 (A. &T.W.) (Ind.)	130	1,170	1,170	June 18 —	Union's members rejected package contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cor

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Fisheries Association of British Columbia, Vancouver, B.C.	United Fishermen Allied Workers various locals (Ind.)	4,500	13,500	13,500	June 26 —	Higher prices for fish caug
RUBBER						
Gates Rubber, Brantford, Ont.	Rubber Workers Loc. 733 (AFL-CIO/CLC)	188	2,820	2,820	June 10 —	Failure to reach agreeme
LEATHER						
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	1,380	7,710	Apr. 21 June 9	Wages, hours, fringe b 10¢ an hr. increase retro Nov. 1, 1970, 10¢ May 10¢ Nov. 1, 1971, 10¢ 1972; one additional s holiday, reduction in h June, July and August or
CLOTHING						
Several garment companies Toronto, Ont.	United Garment Workers Loc. 253 (AFL-CIO/CLC)	300	460	1,430	May 26 June 2	Alleged failure to hono tract—Return of workers
Associated Fur Industries of Toronto Inc., Toronto, Ont.	Food Workers Loc. 82 (AFL-CIO/CLC)	400	4,400	4,400	June 8 June 23	Protesting pay freezing o ductive workers—Wage i and reduced weekly hour
WOOD						
MacMillan-Bloedel, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	400	200	200	June 17 June 18	Over suspension of 3 w Workers returned when pended workers were re
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	276	3,590	3,590	June 14 —	Wages, fringe benefits—
PAPER						
Consolidated Bathurst, New Richmond, Qué.	Pulp and Paper Mil Workers Loc. 574 (AFL-CIO/CLC)	306	5,810	17,740	Apr. 3 June 26	Wages, length of contract increases 87¢ an hour ov month contract.
Churchill Forest Industries, The Pas, Manitoba.	Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,400	4,400	June 3 —	Protesting the demotio machinist—
PRIMARY METALS						
Reynolds Extrusion, Ste Thérèse, Qué.	Steelworkers Loc. 6087 (AFL-CIO/CLC)	110	2,420	5,500	Apr. 21 —	Not reported—

le G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

stry loyer tion	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
AL FABRICATING						
namic Industries Inc., ebec, Qué.	Auto Workers Loc. 1044 (CLC)	148	300	4,740	Apr. 19 June 3	Wages—Annual wage increases over a 3-yr. contract; other benefit.
st Side Plating Canada Ltd. and East Side Stamping Canada Ltd., indsor, Ont.	Auto Workers Loc. 195 (CLC)	190	2,660	4,370	May 19 June 19	Not reported—Not reported.
cNamara Industries Ltd., John's, Nfld.	Machinists Loc. 950 (AFL-CIO/CLC)	300	2,400	2,400	June 21 —	Wages—
inchester-Western (Canada) Ltd., bourg, Ont.	Machinists Loc. 788 (AFL-CIO/CLC)	199	400	400	June 22 June 24	Failure to reach agreement—Return of workers pending further discussions.
elmet Industries Ltd., eiland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	144	720	720	June 24 —	Wages—
CHINERY						
own-Boggs Foundry and Machine Co. Ltd., amilton Ont.	U.E. Loc. 520 (Ind.)	100	1,900	5,300	Apr. 13 June 28	Wages, other matters—Increase of 8% first year, 18¢ an hour second year.
rysler Airtemp Canada, amalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	3,300	6,000	May 4 —	Wages—
NSPORTATION IPMENT						
Parts of Canada Limited, xdale, Ont.	Auto Workers Loc. 252 (CLC)	275	5,230	9,080	May 11 June 28	Wages—Return of workers, settlement terms not reported.
yes-Dana Ltd., orold and St. Catharines, Ont.	Auto Workers Loc. 676 (CLC)	1,235	6,580	6,580	June 10 June 17	The issue of incentive standards—Wage increases of 31¢ an hour, union agreed to company factoring of production rates.
awker Siddeley Canada Ltd., enton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	15,400	15,400	June 11 —	Wages—
rd of Canada, indsor, Ont.	Auto Workers Loc. 200 (CLC)	4,148	5,670	5,670	June 17 June 21	Alleged dispute over safety conditions—Return of workers pending further discussion.
rguson Industries, ctou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	250	130	130	June 18 June 18	Not reported—Not reported.
CTRICAL PRODUCTS						
ectrohome Ltd., tchener, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	1,800	2,800	2,800	June 3 June 9	Job reclassification—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Con

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Canadian Westinghouse Co. Ltd., Hamilton, Ont.	U.E. Loc. 504 (Ind.)	350	350	350	June 4 June 5	Workers suspended for pr the suspension of seven pa workers—Not reported.
NON-METALLIC MINERAL PRODUCTS						
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	19,800	20,700	May 29 —	Wages, fringe benefits—
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	7,780	7,780	June 17 —	Wages—
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	4,470	4,470	June 18 —	Failure to sign first contr
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 and 246 (AFL-CIO/CLC)	891	2,670	2,670	June 19 June 24	In sympathy with Br Hamilton and Montreal Return of workers.
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	1,350	1,350	June 28 —	Wages and complaint c healthy working conditio
CHEMICAL PRODUCTS						
Uniroyal Chemical Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	530	530	June 28 —	Wages, welfare benefits, —
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,400	11,200	Apr. 13	Not reported—
Construction Labour Relations Assoc. of B.C., Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,300	6,300	May 3 —	Jurisdictional dispute bet Lathers and Carpenters—
Bedard-Girard Co. Ltd., Granton, N.S.	Carpenters Loc. 1178 (AFL-CIO/CLC)	852	18,740	20,440	May 27 —	Wages—
Stebbins Engineering Ltd., Kamloops, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC) Labourers Loc. 602 (AFL-CIO/CLC)	1,200	600	600	June 4 June 7	Jurisdictional dispute unions—Return of work

ble G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary) (Cont.)

ustry ployer ation	Union	Workers Involved	Duration in Man-Days June	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
ingston Construction Association, ingston, Ontario.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	3,200	3,200	June 9 —	Wages and benefits—
aster Insulators of Ontario Inc., ovince-wide, Ontario.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	700	9,100	9,100	June 14 —	Wages, hours—
arious construction companies, dmonton and Northern Alberta.	Labourers Loc. 92 (AFL-CIO/CLC)	600	2,100	2,100	June 22 June 28	Wages—Increase of $1.15 per hour over a 2-yr. contract.
arious construction companies, ephenville, Nfld.	Boilermakers and Ironworkers (AFL-CIO/CLC)	225	300	300	June 29 —	In protest of accommodation and food—
innipeg Builders' Exchange, innipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	750	750	June 29 —	Wages and union representation —
nsportation and lities						
ANSPORTATION						
amilton Street Railway Co., amilton, Ont.	Transit Union Loc. 107 (AFL-CIO/CLC)	500	10,710	16,070	May 17 —	Breakdown in negotiations over a new contract—
uebec North Shore and Labrador Railway, pt-Iles, Qué.	Maintenance of Way (AFL-CIO/CLC)	276	280	560	May 31 June 1	Protesting technological changes —Return of workers.
uebec Urban Community Transportation Commission, uébec, Qué.	Public Service Employees' Federation (CNTU)	400	1,200	1,200	June 28 —	Wages, administration of employee pension fund and group insurance—
VER, GAS AND WATER						
itish Columbia Hydro & Power Authority, arious locations itish Columbia.	I.B.E.W. Loc. 258 (AFL-CIO/CLC)	2,000	17,300	17,300	June 1 —	Wages, other matters—
ydro-Québec, ovince-wide, Québec.	Public Employees Loc. 1500 (CLC)	7,000	18,350	18,350	June 8 June 12	Protesting company-imposed job classification standards, other grievances—Return of workers when court injunction issued.
ydro Electric Commission of the Borough of North York, illowdale, Ont.	Public Employees Loc. 11 (CLC)	285	710	710	June 28 —	Inability to reach new renewal agreement—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Trade						
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	400	5,900	5,900	June 4 —	Wages—
B.C. Wholesale Drug Association (Western Wholesale Drugs), Vancouver, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	230	690	690	June 23 June 28	Protesting co's refusal to tiate—Return of workers.
Service						
MISCELLANEOUS SERVICES						
Place Ville-Marie Corporation, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	400	1,200	1,200	June 28 —	Wages, job security, work ditions—
Public Administration						
LOCAL ADMINISTRATION						
The Corporation of the City of St. John's, St. John's, Nfld.	Public Employees Loc. 569 (CLC)	350	350	350	June 8 June 9	Protesting activities of a f —Not reported.
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 3 (CLC)	196	1,570	1,570	June 10 June 22	Monetary issues—Increas ing from 21¢ to 28¢ the 1st yr., 21¢ to 27¢ yr.; other benefits.
The Corporation of the City of Windsor, Windsor, Ont.	Public Employees Locs. 82 and 543 (CLC)	804	2,410	2,410	June 27 —	Wages and cost of livin ance—

*Federal jurisdiction.

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